

# Monthly Labor Review

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JANUARY 1954 VOL. 77 NO.

1

**The Government's Industrial Employees:**

**I—Extent of Employment, Status, Organization**

**California Health and Welfare Plans**

**Pension Plans Negotiated by the UAW-CIO**

**UNITED STATES DEPARTMENT OF LABOR**

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# Monthly Labor Review

UNITED STATES DEPARTMENT OF LABOR • BUREAU OF LABOR STATISTICS

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LAWRENCE R. KLEIN, *Editor*

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# The Labor Month in Review

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AT LEAST one clear development emerged from the confused New York waterfront situation. This was the remarkable strength shown by the new AFL longshore forces in an election held so soon after their organization. In apparent recognition of this show of strength, officials of the old ILA made public overtures to establish arrangements to insure a cleanup of the union and the waterfront. In mid-January, the National Labor Relations Board was considering hearings on proposals to invalidate the election in the light of findings of violence and coercion.

The final report (December 4) of the Presidential Board of Inquiry created on October 1 made it clear that efforts at bargaining would be fruitless for "the issue of representation overshadows all others. . . . Any last offer of employers must be measured as a fruitless formality." On December 11, the National Labor Relations Board decided to call off the "last offer" vote required under the national emergency provisions of the Labor Management Relations Act, on the grounds that there was no clear-cut last offer.

The NLRB acted expeditiously to meet the December 24 injunction termination. It followed the unusual procedure of holding a hearing in New York. Shipping association representatives asked for a swift election, while AFL representatives opposed such an election. On December 16, the Board ordered an election, which was held on December 22 and 23, with the unit covered as proposed by the employers' association. In reaching its decision, the Board stated that it acted to forestall a crippling strike, and that the election would not prejudice its handling of the pending unfair labor practice charges. (John L. Lewis' financial aid to the old ILA was announced just before the election.)

The election returns gave the old union only slightly more of the unchallenged votes—9,060 to 7,568—but the outcome hinged on 4,405 challenged ballots.

Normally, the NLRB would pass on the contested ballots and certify the victorious union. The AFL, however, requested the Board to set aside the election on the grounds that it was conducted under ILA "intimidation and influence." Governor Thomas E. Dewey of New York intervened, asking for reports on the allegations of violence and intimidation in the election. Technicalities also came to light which led to further efforts to invalidate the election.

In mid-January, ILA unfair labor practice charges against Governor Dewey were dismissed. The regional NLRB director sustained the AFL election charges, and recommended a hearing by the NLRB on the AFL proposal to set aside the election.

THE promised administration proposals for revision of the Taft-Hartley Act were submitted to Congress on January 11. The President's labor message characterized the act as "sound legislation" but as requiring changes to "reinforce its basic objectives." Leading changes proposed would alter the act's provisions on secondary boycotts, on union security in relation to industries with casual employment, and on economic strikes. It would permit State laws to operate freely in emergency strike situations; other aspects of Federal-State jurisdiction are now under study. Strike votes under governmental auspices are proposed.

THE National Labor Relations Board will shortly be fully manned for the first time in some months. Albert C. Beeson, industrial relations director for a California concern, was nominated to fill the remaining vacancy. In the meantime, the Board has proceeded with its reexamination of former policies. A major policy reversal occurred during the month when the Board by a 3 to 1 vote reversed the "Bonwit Teller doctrine," adopting a new rule forbidding speeches to employees on company time during 24 hours before elections. The new rule eliminates the former requirement that an employer who assembled his employees on company time and premises to speak before a representation election could not deny equal time for the union to reply.

Several court decisions during the month appeared to have implications on the Board's policy reexamination. Two decisions by the United States Supreme Court bore on the question of Federal-State jurisdiction under the Labor Management Relations Act. In one involving the issuance of a State injunction against picketing, the Court held unanimously that State courts were barred from issuing injunctions in situations where relief was available under the Taft-Hartley Act. In another, the Court held that automobile dealers franchised by leading automobile manufacturers were subject to the jurisdiction of the NLRB.

RAILROAD NEGOTIATIONS dominated collective bargaining developments. Following a brief period of negotiations, a national railroad agreement was concluded in December, without some form of Government intervention for the first time since 1948. Involving the Brotherhood of Railroad Trainmen, it provided for a 5-cent increase, incorporation of cost-of-living increases into the base rate, elimination of the escalation arrangement, and liberalized vacations. A similar agreement was concluded with the Brotherhood of Locomotive Firemen and Enginemen in January. These agreements, covering over two-thirds of the operating force, were viewed hopefully as harbingers of renewed scope of private bargaining. However, stalemate in negotiations between the Nation's carriers and 15 nonoperating unions on union proposals for a health and welfare plan and other fringe adjustments resulted in Presidential establishment of an emergency fact-finding board

under the provisions of the Railway Labor Act. An emergency board was also appointed in December to consider the wage dispute involving the Railway Express Agency and the Order of Railway Clerks.

A partial termination of strikes involving about 30,000 employees of the Continental and American Can Companies occurred on January 5, with agreement involving the former company and the CIO United Steelworkers. Settlement included a wage increase, reduced sex and geographic wage differentials, a severance pay plan, and a joint job evaluation program.

THE AFL-CIO no-raiding agreement was signed by top officials of the AFL and CIO. The next unity step will be taken "at an early date" when officers of the affiliated unions will be called to a meeting to affix their signatures and thus become parties to the agreement.

Progress was reported on the study by an AFL committee of arrangements to ban raiding among AFL affiliates. In the meantime, the International Association of Machinists progressed in its own no-raiding program by reaching an understanding with the Printing Pressmen's Union.

AFL PRESIDENT George Meany resigned as an adviser of the Foreign Operations Administration, charging that the agency "is unresponsive to the need for either consultation or participation of labor in its work." CIO Research Director Stanley H. Ruttenberg turned down appointment to another FOA committee for reasons which included those stated by Meany.



# The Government's Industrial Employees

## I—Extent of Employment, Status, Organization

JOSEPH P. GOLDBERG\*

EDITOR'S NOTE.—*This is the first of a two-part article. The second part deals with the techniques of wage determination, employee consultation, and collective bargaining. It will appear in the March issue.*

THE MANIFOLD ACTIVITIES of the Federal Government require the employment of workers whose skills and experience are comparable to those of private industrial employees. These "blue collar" or ungraded regular Government employees are subject to the same working conditions as are Federal employees in the classified service, with one major exception. "Blue collar" pay rates are fixed by wage boards on the basis of "prevailing" rates, rather than by legislation, as are the pay scales of classified employees.

In the postwar period, substantial fluctuations in employment and reduced leave privileges have made the advantages traditionally associated with Government employment, including security of employment and better working conditions, increasingly less marked in view of improvements attained by organized workers in the private sectors.

Wage determination policies, as well as policies regarding representation of employees and their organizations, differ among the many Government agencies. Such divergent institutional arrangements, like those in private employment, are determined by historic administrative policies, industry customs (where these are clearly delineated), and union organizational enterprise. Even the overriding and uniform fact of the Federal Government as employer has not precluded important differences among agencies in the character of employee relations policies. These vary to include informal consultation with employees and employee organizations, joint labor-management (i. e., union-Government) review of wage recommendations, and full collective bar-

gaining. Compensatory devices for the general lack of collective bargaining include procedural provisions for participation in some aspects of wage determination.

### Extent and Character of Employment

The Federal Government has become an increasingly prominent employer of skilled tradesmen and manual workers during the past two decades. The rise in this employment between 1930 and 1953 has been more than 15-fold—from about 48,000 to approximately 770,000.<sup>1</sup> This substantial increase reflects the great rise in the Defense Establishment in the war and postwar periods. The 1953 figure is considerably below the war level—the War Department alone employing over 650,000 workers in mid-1943—but it is substantially above the level at the time of the Korean emergency, when there were only 525,000 "blue collar" workers (as of June 30, 1950).

The great bulk of these production workers—about 90 percent—have always been found in the Defense Establishment, although the distribution among component agencies has changed substantially. The Navy Department's conduct of ship construction and repair has made it an important employer of shipyard skills for many years. In 1930, its 40,000 workers were more than

\*Of the Bureau's Office of Publications. The author has derived much benefit from discussions of this subject with interested Government and union representatives.

<sup>1</sup> Figure for 1930 from Closing Report of Wage and Personnel Survey, Washington, U. S. Personnel Classification Board, 1931 (p. 311). Estimates for 1953 are based on unpublished preliminary data for June and September 1953, furnished by U. S. Civil Service Commission.

80 percent of the Federal Government's production workers, while the War Department employed about 5,000 "blue collar" workers. Although Navy employment had increased to 287,000 by September 1953, the Departments of the Army and Air Force together then employed about 420,000. Thus, the Navy now accounts for a smaller percentage of the Federal total than do the other two arms of the Defense Department.

Nondefense agencies with fairly large numbers of "blue collar" workers include Treasury (7,500), Interior (15,000), Agriculture (6,200), Commerce (13,600), Government Printing Office (5,500), National Advisory Committee for Aeronautics (3,000), Panama Canal Company (1,800), and Tennessee Valley Authority (15,000). Several additional agencies employ "blue collar" workers, lithographic employees in most cases.

The operations employing these workers range widely in type. Included are: ordnance manufacture, plant and equipment maintenance, maritime operations, harbor and waterway maintenance, clothing manufacture, printing and lithographic reproduction, motion picture production, power production, building construction, ship construction and repair, pest control, forest fire-fighting, soil conservation and research, flood control, and chemical manufacture. Some of these governmental operations are industrially comparable to private operations. Others, however, are unique in terms of product, although the skills required are comparable to those in private employment.

There is also a wide variation in the geographic distribution of the activities of the agencies. The operations of the Army-Air Force, for example, are dispersed over 210 labor markets, with one or more of these areas in each of the 48 States and the District of Columbia. All cities in the United States with a population of 350,000 or over and more than 80 percent of all cities with population over 100,000 are included in these labor markets. Navy Department and Department of Interior operations, similarly, are widely dispersed. TVA and Government Printing Office operations are more limited geographically.

Although Government industrial employment is never more than a relatively small fraction of the civilian labor force, it does have an important impact on the labor market when it is undergoing

sharp changes. Parallel movements up or down in private and Government employment reinforce each other—rises result in a tighter labor market, declines in a looser market. The contracyclical movement of stable Government employment during the depression was a stabilizing influence.

Furthermore, to the extent that some major Government operations are industrially identifiable with private operations or to the extent that they are dominant in an area, their position in the industry or the area achieves importance. Naval shipyard facilities conduct many operations in addition to ship repair and construction and therefore use cross-industry wage determination bases; however, there has been an interrelationship between navy yard and private shipbuilding wage determination. Thus, during the Second World War, the Navy Department adopted the privately negotiated Shipbuilding Zone Stabilization wage standards; a similar practice was adopted during the First World War. The uniformity in TVA wages and working conditions over the watershed area has "been influential in the gradual raising of levels that has occurred in the Tennessee Valley since 1933."<sup>2</sup>

### Status of the Employees

The vast majority of unclassified, or ungraded Federal employees are "blue collar" workers—the skilled, semiskilled, and unskilled workers engaged in production, maintenance, service, and related activities. Wage rate determination for most ungraded employees is now covered by the provision of the Classification Act of 1949 which exempts these employees from the salary and classification provisions of the act, stating that their "compensation shall be fixed and adjusted from time to time as nearly as is consistent with the public interest in accordance with prevailing rates" [sec. 202 (7)]. This blanket provision also leaves the determination of specific standards and procedures for rate-fixing to administrative action.

Special statutes require prevailing wage determinations in the case of the Navy Department, the TVA, and the Government Printing Office. These contain additional specific requirements. Thus, the Kiess Act, covering GPO employees,

<sup>2</sup> Wage Negotiations in the Tennessee Valley Authority, by Harry L. Case. (In Public Personnel Review, Chicago, July 1947; revised January 1952.)

requires consultation with representatives of the employees. Consideration of rates paid organized trades in the "vicinity" is required in the case of TVA. Navy Department wage determinations are to "conform, as nearly as is consistent with the public interest, with those of private establishments in the immediate vicinity of the respective yards."

Unlike classified workers, whose overtime rates start at time-and-one-half and decline as the pay scale is ascended, "blue collar" workers (by statute) generally receive time-and-one-half for overtime work in excess of 40 hours per week. Otherwise, both groups are subject to the same statutory and administrative provisions regarding annual and sick leave, civil service examinations, retirement provisions, and reduction in force procedures.<sup>3</sup>

Traditionally, the "blue collar" Federal worker has been considered better off than his private industrial counterpart in terms of job security and of working conditions. The unions representing "blue collar" workers recently have been contending that the Government has lagged behind private industry in extending benefits.

The Metal Trades Department of the AFL has contrasted present conditions with the "time when employment in the navy yard by the Navy Department was almost a guarantee of continuity of employment from the date of hire to the time of retirement, when all the privileges and benefits which a gracious Government made available would be obtained by the navy yard worker. Extended leave periods, sick leave, and retirement were great inducements to the navy yard employee." Recent developments have altered this status: "Today navy yard employment offers no guarantee of steady work. The possibility of lay-off is as great as it is in private industry. Sick

leave provisions are being steadily met in collective bargaining agreements with private employers. There is now comparability of vacation periods in private employment with those of the public or navy yard employee. Old age and survivors' insurance, implemented by funds contributed by employers as a result of agreement, have reached or surpassed the retirement pay of the navy yard worker."<sup>4</sup>

There are no comprehensive studies on comparative benefits. One limited study compared Government benefits with those offered by private employers in 1948 (the latter showing wide variations from area to area, industry to industry, and from large to small companies) and concluded that "analysis of this data, area by area" showed that there was some advantage to Government workers in the amount of annual leave granted, while private fringe practices were more favorable in bonus, hospitalization, insurance, and retirement plans in addition to social security.<sup>5</sup>

Since 1948, noncontributory pension plans and contributory health and welfare arrangements have gained in private industry. For the Federal "blue collar" workers, these benefits have not changed; however, annual leave privileges have been reduced for workers with less than 15 years of service.

In the matter of collective bargaining rights, the "blue collar" Federal employee is in a sharply different position from his private counterpart. Although the right of the Government worker to join and participate freely in a union of his own choosing is recognized, the unions are not generally accorded collective bargaining rights.<sup>6</sup> Sterling Spero has summarized the positions taken by public officials in this regard, as follows:

Employing officials have generally regarded the concept of collective bargaining as presupposing equality between the parties to the employment relationship, which conflicted with the claims of the sovereign-employer to determine its relations with its servants. Collective bargaining, to those who took this attitude, was contrary to the nature of the state. Other public officers have held that they were permitted as administrators to do only those things which the law authorized. Since collective bargaining was not specifically authorized, they claimed that they were not permitted to engage in it.<sup>7</sup>

The Labor Management Relations Act of 1947 specifically makes a distinction between the rights of Government and private employees. Under section 305 of the act, Government employees are

<sup>3</sup> Force-account construction workers, however, are not subject to the same working conditions as are classified Federal employees. TVA jobs are subject to the merit and efficiency provisions of the TVA Act, and not to Civil Service examinations. Furthermore, overtime rates for TVA operating and maintenance employees, as well as for construction workers, are based on prevailing rates.

<sup>4</sup> Proceedings of the 42d Annual Convention, Metal Trades Department, AFL, 1951.

<sup>5</sup> Areas with Navy Department installations were covered. Senate Committee on Post Office and Civil Service, 80th Cong., 2d sess., Hearings on S. 2285 (pp. 189-191).

<sup>6</sup> The Lloyd-LaFollette Act of 1912 "has been regarded as congressional formulation of the right of Government workers to organize without executive interference." *Government as Employer*, by Sterling D. Spero. Brooklyn, N. Y., Remsen Press, 1948 (pp. 17-18).

<sup>7</sup> *Ibid* (p. 342)

prohibited from striking, under penalty of immediate discharge, forfeiture of civil service status, if any, and disbarment from reemployment by the United States for 3 years.

While recognizing the restricted status of the Federal employee, the unions in this field have sought to enhance the extent of employee participation and group consultation. In opposing the subsequently discarded Navy Department proposal to abolish the Navy Wage Review Board, James Brownlow of the AFL Metal Trades Department argued for employee participation, thus:

The navy yard workers want to be represented on the machinery which is to fix their wage rates. They want first-class industrial citizen rights in this day and age; yes, even in their wage relations with the Navy Department of the United States . . .

It is not a question of the Navy Department or any other Government agency being unfair to labor—that is beside the point. What is involved is the contribution of labor representatives, the participation of employee representatives, [in presenting] the employee's point of view, labor's understanding and experience in a common problem, which involves the very livelihood of the navy yard employees.<sup>8</sup>

### Organizations and Issues

One listing of "blue collar" union organizations included 22 separate unions, AFL, CIO, and independent.<sup>9</sup> There are 24 AFL unions having jurisdiction in the field of Government employment; they are organized into the Government Employees Council established in 1945. This Council provides a means for determining "methods for campaigning for and developing details of legislation relating to Government employment."<sup>10</sup> Most prominent of the AFL unions are those affiliated with the Metal Trades Department, the American Federation of Government Employees, and District 44 of the International Association of Machinists. CIO affiliates in this field are the Government and Civic Employees Organizing Committee and the Industrial Union of Marine and Shipbuilding Workers of America. Most prominent among the independent unions are the railway brotherhoods and the National Federation of Federal Employees.

Information on membership among "blue collar" workers is sparse. Apparently, widespread organ-

ization among skilled crafts employees has been traditional. The Metal Trades Department organized workers in navy yards during the first decade of the century. The Machinists have been prominent among arsenal workers, as well as in naval employment.

The unions have commented on the general lethargy of "blue collar" workers in the face of organizational drives. Greatest success has occurred during periods of curtailed operations, when reductions in force were widespread. The lack of motivation for major organization may be attributed to the fact that conditions of work are legislatively determined and to the popular view of job security and advantaged position attached to Government employment. The unions have increasingly called attention to the fact of relative deterioration in status.

The Metal Trades Department has sought to recognize the special problems of Federal employees through provisions for separate locals. Shortly after the establishment of the Metal Trades Department in 1908, local unions of metal workers employed in the navy yards applied for the establishment of Navy Yard Metal Trades Councils. Such councils were then established in each of the yards. The Navy Yard Councils on the Atlantic Coast are organized in the East Coast Metal Trades Council which meets annually to consider problems affecting navy yard employees.

The local unions generally received charters from their international unions to represent the Government workers separately from workers in the uptown shops. Experience with joint membership in a single union has generally been unsatisfactory because different problems have developed out of the different employment relationships. The Metal Trades Department has therefore advocated separate navy yard local unions wherever sufficient numbers of members are employed.<sup>11</sup>

The International Association of Machinists has established a separate district, 44, which had approximately 60 constituent locals of Federal employees in the States, Panama, Alaska, and

<sup>8</sup> Proceedings of the 42d Annual Convention, Metal Trades Department AFL, 1951 (pp. 19, 41).

<sup>9</sup> *Ibid.* (pp. 54-55).

<sup>10</sup> Proceedings of 68th Convention of AFL, 1949 (pp. 380-321).

<sup>11</sup> Proceedings of the 40th Annual Convention, Metal Trades Department, 1949 (p. 11).



Hawaii in April 1952 with a membership of approximately 15,000.<sup>12</sup>

The character of the relationship with Federal agencies available to union organizations of "blue collar" Federal workers has been well described by the unions themselves. Thus, the IAM evaluates the access to Government administrative officials and to Congress, in the absence of collective bargaining rights:

While Government employees do not enjoy collective bargaining rights, which have been so effective in securing concessions from private employers with which the IAM has negotiated, Government employees do have ample access to policymaking and other personnel units set up by the Department for the purpose of handling matters of interest to the shop craft employed by the Federal Government.

Labor representatives are privileged to present their arguments and claims in detail. These procedures have resulted in the securing of a number of substantial concessions since 1945. Government employees also have access to their secondary employer, the Congress of the United States. They are privileged to have bills introduced, appear before committees and plead their cause individually with their Congressmen and Senators.<sup>13</sup>

The Metal Trades Department describes union activities at the installation level thus:

The nature of their employment by the Government precludes the same degree of collective bargaining. The employee of the navy yard has to adhere to rules which are established by the Navy Department through its respective divisions. There can be no deviation from these rules, which makes the Metal Trades Councils a most important feature of navy yard employment, as the Metal Trades Councils representative of these employees make their influence felt with the navy yard commanders and officials, and show no hesitancy about effectively protecting the interests of the employees where these navy yard rules have not been properly applied or have proved impractical of operation.<sup>14</sup>

Union strategy, therefore, combines consultations with administrative officials and efforts to obtain legislation. The procedural arrangements, both formal and informal, for consultation are the first recourse in differences arising out of the administrative action of the agencies. Legislative

pressures are sometimes utilized when consultation on the administrative level is unsuccessful.

In the consultative process, the unions representing "blue collar" workers have not generally opposed the principle of prevailing wage determination. Their concern, rather, has been with the administration of the principle. The choice of the sample of jobs and firms, the definition of the labor market, the examination of wage data, the internal alignment, and the statistical techniques for final determination of the locality schedules are the leading concerns.

Some typical differences between unions and Government officials subject for consultations are the product of the unique position of Federal workers; others reflect the general work philosophy of the skilled craft worker. In the former category are union proposals that agencies cease utilizing military personnel for performing jobs which the unions consider as properly civilian in character. In the latter group are union attempts to have building construction and job shop rates included in the locality wage surveys; to preclude Government installation of job classification systems; to establish fully automatic in-grade advancement; to protect job skill requirements through appropriate apprenticeship requirements; and to obtain more flexible definitions of labor markets.

Problems reserved for the legislative area are generally those over which congressional authority is dominant, either through statutory policy formulation or through appropriations. Statutory determination of "fringe benefits"—i. e., pensions, leave, overtime pay—channels activities on these issues. Union efforts to obtain congressional relief result from appropriation reductions forcing the curtailment of operations. The closing down of the Navy Department's clothing factory in Brooklyn and the cutbacks in work done in the navy yards, by way of example, have been the subject of such action recently.<sup>15</sup>

Legislative action to deal with specific issues not resolved in discussions with administrative officials is not usual, unless the complaint is a longstanding and basic one. Thus, there have been occasional proposals to determine wage rates through statute in case of a substantial time lag since the last

<sup>12</sup> Proceedings of 23d Convention, International Association of Machinists, 1952 (pp. 61-62).

<sup>13</sup> Proceedings of 22d Convention, International Association of Machinists, 1948 (pp. 43-46).

<sup>14</sup> Proceedings of the 42d Annual Convention, Metal Trades Department, 1951 (p. 17).

<sup>15</sup> See Government Standard, AFGE, April 3, 1953; June 12, 1953.

wage determination.<sup>15</sup> Legislative prohibition of the use of military personnel in civilian jobs was proposed; but the proposal was subsequently modified.<sup>17</sup>

A notable instance of legislative effort following the breakdown of administrative action was union support for a bill to provide unions with representation on both local wage boards and the national review board, introduced after the Navy Department acted to eliminate the bipartite Wage Board of Review in 1947. This matter was subsequently adjusted administratively, and the national wage board of review was retained.<sup>18</sup> Some unions went so far as to propose placing wage determination under the Department of Labor's jurisdiction. Subsequent settlement of this issue administratively was accompanied by Mr. Brownlow's comment that he preferred the Navy Department procedure providing a "semblance" of collective bargaining to specific legislation.<sup>19</sup>

The Federal Government's role as employer has therefore required adaptation by unions to three characteristics which distinguish public from

private employment. Two of these factors are the position of the Government as sovereign-employer and the separation of the executive (policy-operations) agency from the legislative (policy-appropriations) branch. These factors are manifested in a prohibition on strikes by Government employees, in individual approaches to employee representation and collective bargaining by the executive agencies, and in circumscribing the scope of collective bargaining where it is practiced. The absence of a profit motive in governmental operations is an additional variant, although a strong substitute is provided by the continuing pressures for governmental economy. These factors have produced a union strategy which combines consultation with administrative officials and legislative activity.

<sup>15</sup> House Committee on Labor, Hearings on H. R. 12740, 1914; Proceedings of 22d Convention of IAM, 1948 (pp. 43-46).

<sup>17</sup> Proceedings of the 41st Annual Convention, Metal Trades Department, 1950 (p. 5).

<sup>18</sup> Proceedings of the 40th Annual Convention, Metal Trades Department, 1949 (p. 16).

<sup>19</sup> Proceedings of the 41st Annual Convention, Metal Trades Department, 1950 (p. 65).

# The Fifteenth Annual Convention of the CIO

JOSEPH W. BLOCH \*

IN ITS ANNUAL CONVENTION held in Cleveland, November 16-20, 1953, the Congress of Industrial Organizations reviewed its activities during the past year, reaffirmed its basic policies, outlined its stand on a multitude of current domestic and foreign policy issues, and moved a step closer to organic unity with the American Federation of Labor. Accounting for their stewardship for the first time, the organization's new leaders—Walter P. Reuther, who succeeded the late Philip Murray to the presidency, and John V. Riffe, who became executive vice president in April 1953 after the death of Allan S. Haywood—seemed to command a degree of support from the delegates that indicated successful coordination and administration.

## Membership and Organization

President Reuther reported that the organization's membership and financial worth, contrary to predictions by some of "imminent collapse," were at the highest points in its history.<sup>1</sup> The year's gain in dues-paying members was given as 449,000. The new organizational structure introduced in 1953, under which 13 regional directors were appointed and organizing staff was redistributed, held forth promise of many benefits in the near future, according to the president's report. A plan to transfer local industrial unions affiliated directly with the CIO into the jurisdiction of international unions had been put into effect, and 38 such locals had been so transferred at the time of the convention.

Not all of the international unions had grown during the year. The Textile Workers Union of

America, in particular, suffered some reverses, according to a delegate from that union. The convention's resolution to continue and expand its drive to organize all unorganized workers, particularly in the South, and related resolutions received substantial support in the form of statements from the floor by the Textile Union's delegation.

## Labor Unity

The diversion of organizing resources and other disruptive aspects of the intrusion upon an established collective bargaining relationship by another union were attacked in the resolution authorizing the officers of the CIO to execute the no-raiding agreement with the American Federation of Labor.<sup>2</sup> The CIO convention adopted the resolution unanimously, as the AFL convention had done 2 months previously. The agreement and its faithful observance was hailed as "the first and essential step toward the achievement of organic unity between the American Federation of Labor and the Congress of Industrial Organizations, a goal to which both organizations wholeheartedly subscribe." Another resolution directed the CIO members of the Unity Committee to continue negotiations leading toward organic unity.

Convention unanimity in the acceptance of the no-raiding agreement did not insure acceptance on the part of the individual unions which, unless they agree to sign the agreement, will not be legally bound by it. The Industrial Union of Marine and Shipbuilding Workers indicated a reluctance to sign, and other unions voiced hesitancy. President Reuther reassured the individual unions that pressure would not be brought upon them to sign the agreement if they chose to refrain for their own essential interests. Anxiety over the activities of the AFL Teamsters' Union was conspicuous in the convention's discussions; a separate resolution pledged CIO support to all affiliates resisting raids.

In its own house, the CIO's program for settling jurisdictional disputes was hailed as a continued success. Of the 28 disputes that had arisen in the

\*Of the Bureau's Division of Wages and Industrial Relations.

<sup>1</sup> The annual financial report was to be released at the end of the calendar year. No total membership figure was reported.

<sup>2</sup> The text of this agreement is reproduced, in part, on p. 38 of this issue.

2 years of operation, 12 were settled by agreement, 8 by arbitration,<sup>3</sup> and the remainder were still unresolved.

### Taft-Hartley

Statements by President Eisenhower and Secretary of Labor Mitchell on the Taft-Hartley Act brought to the convention's handling of this issue a general interest that it might otherwise have lacked. In a letter to the convention, President Eisenhower wrote: "For months, members of the administration have been engaged in a searching study of the act. Our objective is to recommend improvement in order to make possible a more free and vigorous collective bargaining process, to reduce Government intervention in labor-management relations, and to promote sound and peaceful industrial relationships so essential to the economic well-being of American working men and women and to the welfare of all elements of our Nation."

"I shall submit the resulting suggestions to the Congress when it convenes in January."

Secretary Mitchell urged the CIO to cooperate in devising proposals to amend the act. "If we can agree to start from the point of realism—which is that the Taft-Hartley Act in many of its features is sound, fair and just—and preclude further talk of repeal of the act, we will then jointly concentrate on those features of the act which are dangerous to labor, really loaded, really unfair." The Secretary of Labor then went on to list the criteria he will use in determining his position on proposed recommendations. He reiterated the principles expressed in the President's letter and stated that he would oppose, among other things, proposals which would leave the Government powerless to deal with national emergency strikes, would encourage unions to be irresponsible, would enable employers to escape their obligations to bargain collectively, or would make Federal law a device for breaking or undermining unions.

The resolution offered to the convention and adopted unanimously reaffirmed the CIO goal of seeking repeal of the act. However, the position that the CIO had advanced in the 1953 congressional hearings, which was stated anew at the convention, was that the CIO was prepared "realistically to support any sincere attempt to bring fairness and justice into the law." General

Counsel Arthur Goldberg reviewed some of the CIO proposals and took particular issue with Secretary Mitchell's position on the national emergency provisions of the act. He expressed doubt that the administration's recommendations on amending the act, whatever they may be, would stand any chance of adoption by the Congress.

### Political Action

Political affairs combined with criticism of the national administration appeared to be the dominant interest of the first CIO convention to be held under a Republican administration. The CIO's grievances were expressed in President Reuther's report, in many of the resolutions offered to the convention, and in statements from the platform and the floor.

The resolution on political action, which cataloged the CIO's criticism of the national administration and the 83d Congress, elicited 11 supporting speeches from the floor, more than any other resolution before the convention. It called for an expansion of the CIO program of political action, on a nonpartisan basis, at city, county, State, and Federal levels, under the direction of the CIO Political Action Committee. The collection of voluntary contributions of at least \$1 a year from each CIO member by CIO-PAC was authorized. Toward the end of the convention, President Reuther urged the delegates to ". . . go to work and let us make political action the top item in our agenda between now and November 1954 . . . The power of the democratic labor movement is not numerical. It is not how many members pay dues. It is how many who know why they pay dues. That is what makes the labor movement powerful. We have got to unionize our people so that every member of us . . . in the great family of CIO are out as missionaries, democratic missionaries, carrying the gospel of political faith in the economic field."

### Legislative Policy

The CIO's own legislative program was outlined in dozens of resolutions, but was also brought together in one omnibus resolution entitled

<sup>3</sup> In 1953, Dr. Nathan Feinsinger replaced Dr. George W. Taylor as arbitrator.



"Highlights of Legislative Program." During the 2d Session of the 83d Congress, the CIO will press for:

- (1) Replacement of the Taft-Hartley Act.
- (2) Positive planning of an economic program which will promote an expanding economy.
- (3) Improvement of the Fair Labor Standards Act, including a minimum rate of \$1.25, extended coverage, and adequate enforcement, and repeal of the Fulbright Amendment to the Public Contracts Act.
- (4) Improvement of the social security laws and higher unemployment benefits.
- (5) Enactment of a national health program.
- (6) Uniform standards and codes for industrial health and safety and workmen's compensation.
- (7) Enactment of major recommendations of President Truman's Commission on Migratory Labor.
- (8) A large housing program.
- (9) Revision of the tax structure, and opposition to any type of sales tax.
- (10) A farm program including reasonable price supports, farm credit, soil conservation, improvement of rural living standards, and protection of consumers.
- (11) Reestablishment of a lending agency to help small business.
- (12) Maintenance of natural resources for all of the people, including opposition to the surrender of public power resources to private utilities, restoration of appropriation cuts in the Rural Electrification Administration, and construction of the St. Lawrence Seaway and Power Project.
- (13) Enactment of more comprehensive civil rights legislation and increased protection for civil liberties.
- (14) Replacement of McCarran-Walter Immigration Act.
- (15) Repeal or drastic amendment of the Subversive Activities Control Act.
- (16) Statehood to Alaska and Hawaii and home rule for the District of Columbia.
- (17) Abolition of the electoral college.
- (18) Adequate protection of national security, regardless of cost.
- (19) A democratic foreign policy.
- (20) Enactment of legislation to develop and maintain a U. S. Merchant Marine of size and status commensurate with this country's role of leadership in world affairs.

### Economic Policy and Collective Bargaining

The CIO's outlook on economic matters was definitely on the deflationary side. A long, carefully prepared statement on the state of the economy in President Reuther's report referred to the piling up of inventories during the second quarter of 1953; in this it was seen "that America's ability

to produce was beginning to creep ahead of the American people's ability to buy and consume the products of their labor." A slow downward drift, the convention was told, can be arrested before it gathers greater momentum by effective counter-measures. According to the resolution on this issue, it is up to the administration to change the direction of this movement by organizing an effective antidepression program which must include tax legislation giving priority to relief of low and middle income groups, special attention to low income families in the form of a higher minimum wage rate and an expansion in the social security program, lower interest rates, encouragement of home building, "reasonable wage settlements to enable workers to share equitably in the fruits of increased productivity" along with reasonable price policies to enable consumers also to share, a restoration of the income position of farmers, a well planned system of public works, etc.

During the course of his address, Secretary of Labor Mitchell also referred to the need of "shorting up" the Fair Labor Standards Act. He revealed that the Department of Labor was considering four ways to accomplish this purpose: expanding the coverage of the act, encouraging the development of adequate State minimum wage laws, intensifying enforcement of the act, and raising the present 75 cents an hour minimum to "a more realistic level in keeping with present-day wage levels."

In one of the few resolutions dealing with issues that arise at the bargaining table, the convention reaffirmed its support of the efforts of CIO affiliates to negotiate guaranteed annual wage plans. The activities of the CIO's Guaranteed Annual Wage Committee,<sup>4</sup> which serves as a clearinghouse for exchanging information and exploring the problems of guaranteed wage plans, were reviewed in the president's report. The programs of the international unions venturing into this area were in the planning stages, but some changes in management attitudes in the direction of cooperation were reported. President Reuther spoke briefly in support of the resolution on guaranteed annual wage plans, stating again that this was to be the next basic demand in the automobile industry.

Some of the problems involved in integrating proposed guaranteed wage plans with unemployment compensation were discussed in the com-

<sup>4</sup> This committee is composed of economists and research directors in the employ of the CIO or its affiliates.

mittee's report. The resolution on the issue suggested that one advantage of such integration would be that "this would be much cheaper for employers and would permit a more substantial wage guarantee than would otherwise be possible." Another advantage was referred to in a resolution urging improvements in employment security laws: "The securing, through collective bargaining, of guaranteed annual wage plans integrated with unemployment insurance will aid our campaign for better employment security laws."

### Foreign Policy

The deep interest of the American trade union movement in foreign affairs and its participation in combating communism and encouraging the growth of free trade unions throughout the world were exhibited again at the CIO convention. The convention heard Secretary of State John Foster Dulles describe the broad outlines of United States foreign policy, listened to former United States Ambassador to India, Chester Bowles, as he discussed the problems of Asia, and registered its own position on a number of key policy matters.

A lengthy resolution on foreign policy said in part: "Adequate military strength, though vitally necessary, is only a part of the answer to Soviet Communist aggression. We must understand and guide along democratic paths the revolutionary and progressive ferment which is stirring two-thirds of the world's population—the underprivileged two-thirds who are hungry, ill, and oppressed." The CIO reaffirmed its support of the United Nations and its specialized agencies. The resolution indicated concern with what was called a "continuous shift from the economic to the military aspects of the [foreign aid] program" and its new "big business as usual" philosophy, and urged a greater and more meaningful role for labor. A strong dissatisfaction with the operation of the point 4 program, largely related to the reduced emphasis on technical assistance, was registered.

A concrete demonstration of the CIO's interest in the International Confederation of Free Trade Unions came in the form of a plea by the chairman of the CIO's International Affairs Committee, Jacob Potofsky, to the international unions for contributions towards a fund of \$100,000 to be donated to the ICFTU. The convention urged the ICFTU and the Federal Government to come to the support of the free German trade union movement.

### Other Actions

In all, 64 resolutions ranging over the vast area of interests of an organization which speaks for its members as workers, trade unionists, and citizens were offered to and accepted by the convention. In effect, these resolutions affirm the positions that CIO representatives and publications had taken on scores of policy issues during the past year and the positions that they can be expected to take in the coming year.

In addition to the speakers already mentioned, the convention was addressed (in order of presentation) by Fred V. Heinkel, president of the Missouri Farmers Association, Luis Alberto Monge, secretary of ORIT, Donald MacDonald, secretary-treasurer of the Canadian Congress of Labor, Dr. Alonzo G. Moron, president of Hampton Institute, and Senator Hubert Humphrey.

### Election of Officers

In contrast with the tensions of the previous convention, the election of officers was conducted quickly and without opposition. The officers unanimously elected were: Walter P. Reuther, president; John V. Riffe, executive vice president; James B. Carey, secretary-treasurer; and vice presidents Joseph A. Beirne, L. S. Buckmaster, Joseph Curran, O. A. Knight, Michael Quill, Emil Rieve, Frank Rosenblum, and James G. Thimmes.

No constitutional changes were made.

# Health and Welfare Plans Negotiated In California, 1953

M. I. GERSHENSON \*

ALTHOUGH fringe benefits such as vacations, sick leave, and paid holidays were expanded significantly in the days of wage stabilization during World War II, the growth of negotiated health and welfare programs is essentially a postwar development. In the past few years the Nation has seen a very rapid expansion of health and welfare plans, and California has contributed to this growth.

A study of California union contracts in 1950 revealed that in February of that year about 135,000 workers in the State were employed under agreements providing for a health plan. By December of that year, the number had increased to approximately 260,000.<sup>1</sup> In August 1953, more than 765,000 California workers were employed under the terms of collective bargaining agreements providing some insurance against the hazards of financial loss resulting from nonoccupational illness or accident.

The 1953 figure is based on an analysis of 1,565 union contracts covering 50 or more workers, made by the Division of Labor Statistics and Research of the California Department of Industrial Relations.<sup>2</sup> These contracts applied to 1,245,000 workers and represented the conditions of employment for the great majority of union workers in the State. Provisions for health and welfare benefits were found in 758 of the agreements reviewed and covered about 3 of every 5 California workers under collective bargaining contracts in 1953.

Of the 765,000 workers under health and welfare programs, about 700,000 were covered by plans

which provided for such benefits as hospitalization and surgical and medical care. The remainder, for the most part in telecommunications and in the maritime industry, were covered by agreements which provided employer-financed cash sickness disability benefits but did not furnish hospitalization, surgical, or other medical benefits.<sup>3</sup>

## Industry Distribution

Trade had the highest proportion (more than three-fourths) of workers covered by contracts with health and welfare plans. In agriculture, fishing, and mineral extraction, the proportion was lowest—slightly more than a fourth (table 1).

TABLE 1.—Health and welfare plans, by industry, August 1953

Industry group	Number of workers covered by—		Percent of workers under agreements with health and welfare plans
	All agreements analyzed	Agreements with health and welfare plans	
Total.....	1,245,490	764,620	61
Trade.....	225,550	173,560	77
Manufacturing.....	476,630	299,070	63
Construction.....	229,930	132,200	60
Service.....	63,390	37,510	59
Finance, insurance, and real estate.....	3,940	2,140	54
Transportation, communication, and other public utilities.....	233,730	115,950	50
Agriculture, fishing, and mineral extraction.....	16,320	4,190	26

## Significant Provisions

**Methods of Financing Benefits.** Under 590 agreements covering 603,000 workers—or 79 percent of the workers covered by negotiated health and welfare plans—the benefits were financed entirely by the employer. Under 78 plans covering 133,000, or 17 percent of the workers, the employee paid a portion of the costs. Most of the employ-

\* Chief, Division of Labor Statistics and Research of the California State Department of Industrial Relations.

<sup>1</sup> Health Plans, Life Insurance, and Pensions in California Union Agreements, 1950 (including supplement of December 31, 1950), Division of Labor Statistics and Research, California State Department of Industrial Relations, San Francisco.

<sup>2</sup> Health and Welfare Plans in California Union Agreements, August 1953. Division of Labor Statistics and Research, California State Department of Industrial Relations, San Francisco.

<sup>3</sup> A contract which merely stated that the employee's contribution under the disability insurance provisions of the California Unemployment Insurance Act will be paid by the employer to a private insurance carrier rather than into the State disability insurance fund was not considered as having a health and welfare plan.

ees who contributed to the cost of their health plan were in the metalworking industries, with more than half in aircraft manufacturing. For the 90 plans covering the remaining 4 percent of the employees, information was not available on whether costs were shared or paid for entirely by the employer.

**Dependents' Coverage.** Of the health and welfare plans financed entirely by the employer, those covering 284,000 workers, or more than one-third (37 percent) of all workers covered by negotiated plans, extended benefits to both the employee and his dependents; for 42 percent, the employer-financed benefits covered the employee only. About half of the employees in the latter group, were under plans which explicitly allowed the employee to include his dependents at his own expense. (See table 2.)

The proportion of workers covered by health and welfare plans who were under employer-financed plans in which the employer's premium covered dependents varied widely by industry. In construction, it was 64 percent and in trade, about half. In manufacturing as a whole, plans covering slightly less than 20 percent of the workers included dependents without cost to the employee, and in service industries the proportion was still lower.

**Life Insurance.** Group life insurance was included in the great majority of the California health and welfare plans. Of the agreements analyzed which provided health benefits, 553 covering 644,000 workers also provided life insurance; 92 agreements covering 84,000 workers furnished health benefits only. For agreements covering 36,000 workers, information was not available as to whether or not life insurance was included under the health and welfare plan.

TABLE 2.—Dependents' coverage in health and welfare plans financed wholly by the employer, August 1953

Provision for dependents' coverage	Number of agreements	Number of workers	Percent of total workers covered by health and welfare plans
Total	590	602,780	79
Employer premium covers dependents	265	284,130	37
Dependents may be covered at employee's expense	144	152,300	20
No provision for dependents	181	166,350	22

**Amount of Employer Contribution.** The amount per employee contributed by the employer to the cost of health and life insurance was tabulated for all contracts covering 500 or more workers for which such information was available.<sup>4</sup> Altogether, the contracts included in the tabulation represented about two-thirds of the workers covered by health and welfare plans.

The employer's contribution was most often expressed as a monthly amount per employee. These ranged from \$3.21 to \$11.25, with the most frequent amounts, in terms of number of workers, being \$3.50, \$8.65 to \$8.67, and \$9.50. Next most common was an hourly figure. These ranged from one-half to 11 cents per hour, the most frequent, again in terms of number of workers, being 7½ and 5 cents.

Employer contributions expressed in amounts other than dollars per month were converted to dollars per month (assuming a full work month of 173.33 hours).<sup>5</sup> On this basis, the average employer contribution for health and welfare benefits for a full-time employee was found to be \$8.66 per month. For plans financed solely by the employer, the average was \$9.39 per month. For one-third of the workers, the employer's contribution was less than \$6 per month; and for one-fourth of them, it was \$12 or more per month for a full-time employee, as shown below.

Employer's monthly contribution	Percent of workers covered
Total	100
Less than \$3.00	1
\$3.00-\$3.99	12
\$4.00-\$4.99	6
\$5.00-\$5.99	15
\$6.00-\$6.99	2
\$7.00-\$7.99	4
\$8.00-\$8.99	14
\$9.00-\$9.99	9
\$10.00-\$10.99	11
\$11.00-\$11.99	1
\$12.00-\$12.99	3
\$13.00-\$13.99	19
\$14.00-\$14.99	1
\$15.00 or more	2

<sup>4</sup> Contracts which did not specify the amount the employer contributed to the cost of the health and welfare benefits were found mostly in manufacturing industries. Under some contracts the employer paid the cost of certain specified benefits rather than paying a flat amount per employee. For these contracts, where the approximate cost per employee could be obtained, the amount was included.

<sup>5</sup> Seven plans where the contribution was expressed as a percent of the wage rate were omitted.



# Pension Plans Negotiated by the UAW-CIO

J. PERHAM STANLEY\*

SINCE 1949, when the United Automobile Workers (CIO) signed a pension agreement with the Ford Motor Co., the union has negotiated more than 200 distinct pension plans<sup>1</sup>—a larger number than that in which any other union has been involved. A recent analysis of these plans by the Social Security Department of the UAW reveals some interesting variations in benefit levels by size of company<sup>2</sup> and by effective dates of the plans.

## Pension Provisions

Virtually all of the plans negotiated by the United Automobile Workers provide pension benefits which do not depend upon the level of earnings of the employee, but only upon the employee's length of service. Nearly all specify a maximum amount of service which may be credited in computing benefits, generally either 25 or 30 years. Some of the plans are known as "integrated plans," because the pension benefits are expressed in such a way as to include the primary Federal social security benefit. The plan itself then pays the difference between the stated amount and the amount paid by social security. A definite trend toward nonintegrated plans is evident: 71 of the 132 plans in force at the beginning of 1951 were integrated, but by mid-1953 the proportion was only 82 of 205.

The level of retirement benefits provided under plans negotiated prior to January 1, 1951, and under those in effect on July 1, 1953, is shown in table 1. Benefits are shown for an employee retiring with 27 years' service since it was found that the various plans are placed on an approximately

comparable basis when this period of service is used.

The data on level of benefits for the 1951 plans were computed on the basis of what these plans *would* have yielded in July 1953 if the plans had not been changed in the interim. For the plans integrated with social security, this means that the amount of the social security payments was considered at the July 1953 level rather than at the lower January 1, 1951, level. Primary social security benefits were assumed to average \$80 for both 1951 and 1953 plans, although social security benefits in effect on January 1, 1951, could not have been as high as \$80.

The data show that the number of plans providing benefits, exclusive of social security, of less than \$25 actually declined during the 30-month period. The great majority of plans negotiated during the period provided benefits of between \$39 and \$54 monthly. No significant variation of benefit level with size of company is apparent.

Most of the pension plans do not compel retirement at the normal retirement age, which is 65 in virtually all cases. However, many provide for compulsory retirement at some specific later age, which provides a "cushion period" following normal retirement age. The following statement shows provisions for compulsory retirement age contained in the various plans.

Compulsory retirement age:	Number of plans in effect on—	
	January 1, 1951	July 1, 1953
65 years.....	3	4
66 years.....	1	1
68 years.....	100	143
69 years.....	2	3
70 years.....	4	11
None.....	22	43
Total.....	132	205

## Disability Retirement Provisions

All of the plans negotiated by the United Automobile Workers provide benefits for employees

\* Of the Social Security Department, UAW-CIO.

<sup>1</sup> Many multiplant corporations are involved in these plans. Usually, a single plan covers all plants of a corporation, as does the General Motors Corp. plan, for example. In cases where separate plans are set up for individual plants or divisions of a corporation, if all the plans provide identical benefits, they have been counted as one plan.

<sup>2</sup> "Size," as used throughout this article, refers to the number of employees in the bargaining unit or units represented by the UAW-CIO at the time the plan was negotiated.

who become permanently and totally disabled before reaching the normal retirement age. Eligibility for these benefits is conditioned upon fulfillment of certain requirements as to age and length of service or both, which are shown in table 1 in the approximate order of liberality of the various provisions. Separate distributions of the plans by age and length of service requirements appear below.

	Number of plans in effect on—	
	January 1, 1951	July 1, 1953
Age requirement:		
55 years.....	51	56
50 years.....	41	83
45 years.....	1	3
None.....	39	63
Years of service requirement:		
20 years or more.....	50	60
15 years.....	80	140
10 years.....	2	5

The majority of plans negotiated between the beginning of 1951 and mid-1953 required 15 years' service and age 50 for eligibility for the disability benefit, although there was a significant increase

in the number of more liberal plans requiring only 10 or 15 years' service regardless of age.

The average monthly benefit payable to those permanently and totally disabled prior to age 65, as shown in the statement below, indicates that there has been some trend toward liberalization.

Average disability benefit of—	Number of plans in effect on—	
	January 1, 1951	July 1, 1953
Less than \$55.....	70	84
\$55 to \$69.99.....	55	105
\$70 to \$89.99.....	6	13
\$90 and up.....	1	3

### Funding Provisions

Generally speaking, the plans negotiated by the UAW-CIO have been "funded plans." Usually, they provide either that the company will contribute a certain number of cents for each hour for which employees receive compensation, as determined after an initial actuarial study, or that the company will pay the full current cost

TABLE 1.—Selected provisions of pension plans negotiated by the United Automobile Workers (CIO), in effect January 1, 1951, and July 1, 1953, by size<sup>1</sup> of plan

Provision	Plans in effect January 1, 1951						Plans in effect July 1, 1953					
	Number of workers in bargaining unit <sup>1</sup>						Number of workers in bargaining unit <sup>1</sup>					
	Total	50,000 and over	5,000 to 50,000	1,000 to 5,000	250 to 1,000	Under 250	Total	50,000 and over	5,000 to 50,000	1,000 to 5,000	250 to 1,000	Under 250
Total number of plans.....	132	3	21	45	44	19	205	3	24	60	85	33
<b>Normal Retirement</b>												
Average monthly benefit, excluding primary social security benefits payable in July 1953, <sup>2</sup> for employees retiring with 27 years' service:												
Under \$25.....	41		8	18	10	5	34		3	15	11	5
\$25 to \$38.99.....	18		4	4	9	1	29		5	4	15	2
\$39 to \$53.99.....	66	3	7	22	22	12	133	3	14	39	55	22
\$54 and over.....	7		2	1	3	1	12		2	2	4	4
<b>Disability Retirement</b>												
Service and age eligibility requirements:												
25 years, no age; 25 years, age 55.....	41		5	18	13	5	45		4	18	17	6
15 years, age 53; 20 years, no age; 20 years, age 50 or 53.....	30	1	7	13	6	3	41	1	7	17	12	4
15 years, age 50.....	41	2	4	12	16	7	80	2	7	20	36	15
15 years, age 45.....	1					1	3				2	1
15 years, no age; 10 years, no age.....	19		5	2	9	3	26		6	5	18	7
<b>Funding</b>												
Trusted plans:												
Employer contribution in "cents per hour".....	45		6	10	21	8	70		7	15	33	15
Employer liability for past service funded:												
In less than 20 years.....	26	3	12	23	12	6	80	3	12	31	32	11
In more than 20 years, including "aggregate cost".....	12			7	4	1	18		1	9	6	2
Terminal funding; not funded; and no information.....	8			4	2	2	10			4	4	2
Insured plans:												
Deposit administration.....	5		3	1	1		9		4	1	3	1
Group annuity.....	6				4	2	9				7	2

<sup>1</sup> Number of workers represented by UAW-CIO at the time plan was negotiated.

<sup>2</sup> See p. 13 for explanation of method used in computing amount payable under "integrated plans."

of benefits and, in addition, fund the initial past-service liability over a period not exceeding a stated number of years. A few plans provide for "terminal funding" (funding at retirement age); are unfunded; or contain no specific funding provision. These plans—which stand out because they do not conform to the union's policy relative to funding—arose generally in situations where the pension agreement was, in effect, dictated by action outside the control of the local managements and unions.

The vast majority of the plans are of the trustee, "self-administered" type. However, a small proportion are insured plans, with an insurance company acting as the funding medium. The various types of funding provided for in these plans are shown in table 1.

### Extent of Negotiations

The incidence of plans in various sizes of companies having bargaining relations with the UAW is interesting. Size distributions are shown in table 2, for 1951 and 1953, of (1) plans negotiated by the UAW, (2) plans not negotiated by the UAW, and (3) companies not having a pension plan for hourly rated employees. The second group includes plans initiated unilaterally, those negotiated by other unions which were the principal bargaining agents in companies where the UAW represented perhaps a small group of workers, and those covering workers now represented by UAW but formerly organized by another union. The third group excludes companies with less than 100 employees.

Analysis of these distributions discloses a marked tendency for pension plans to be nego-

TABLE 2.—Extent of pension plans in plants having bargaining relations with the United Automobile Workers (CIO), January 1, 1951, and July 1, 1953

Size <sup>1</sup> of company	Number of companies having—		
	Plan negotiated by UAW-CIO	Unilateral plan or plan negotiated by other union	No plan or a profit-sharing plan only
<i>January 1, 1951</i>			
Total.....	132	41	1,012
50,000 and over.....	3		
5,000-50,000.....	21		9
1,000-5,000.....	45	12	94
250-1,000.....	44	17	466
Under 250.....	19	12	2 443
<i>July 1, 1953</i>			
Total.....	205	48	995
50,000 and over.....	3		
5,000-50,000.....	24		6
1,000-5,000.....	60	13	82
250-1,000.....	85	19	487
Under 250.....	33	16	2 420

<sup>1</sup> Number of workers in bargaining unit represented by UAW-CIO.

<sup>2</sup> Excludes companies with less than 100 employees.

tiated with the larger companies before the smaller companies are approached. On July 1, 1953, pension plans had been negotiated in 80 percent of the companies where the UAW represented more than 5,000 employees, in 40 percent of those where the union represented between 1,000 and 5,000 employees, but in only about 10 percent of the companies with fewer than 1,000 hourly rated employees. As a matter of fact, approximately 20 percent of all companies with 100 employees or more which had bargaining relations with the UAW-CIO had pension plans; however, the employees covered by these plans included about three-fourths of the total membership of the United Automobile Workers.

# Summaries of Studies and Reports

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## International Harvester's Nondiscrimination Policy

DELIBERATE HIRING of a significant Negro minority when operations first began was a key element in the International Harvester Co.'s program to carry out its nondiscrimination policy in its three southern plants, according to a National Planning Association (NPA) study made by John Hope II of Fisk University in 1951-52.<sup>1</sup> Another was the company's policy of promoting from within, on the basis of merit. Both policies were incorporated in collective agreements and were thus subject to the normal grievance channels provided for contract violation—a useful means for achieving Negroes' integration with a minimum of tension. During the plants' first 4 or 5 years of operation, the proportion of Negroes employed rose sharply and they were firmly established above the unskilled level traditionally designated for them elsewhere in the communities. Virtually none had, however, entered skilled jobs.

### Company and Union Policy

The company's nondiscrimination policy was standard throughout its installations (most of which were in the Middle West) well before the three large plants studied were opened after World War II. The pattern of Negro-white relations did not differ noticeably among the three communities where these plants were located, although the border cities of Evansville (Ind.) and Louisville (Ky.) contained both northern and southern influences and racial separation appeared to be somewhat more rigid in Memphis (Tenn.). The two international unions subsequently recognized as representing the vast majority of the plants' workers have also actively opposed discrimination for over a decade, and none of the others involved officially condoned discrimination as of 1952.

*The Company.* The company's strategy in applying the nondiscrimination policy was "realistic and flexible to the extent that the impatient . . . might interpret it as a sign of weakness," according to Mr. Hope, yet "definitely not one of temporizing." In terms of scope, management officials neither "made an aggressive frontal attack on all of the customary areas of Negro exclusion" nor "systematically avoided the more difficult problems"; they began at the points most vulnerable to change and tried to widen this vulnerable sector "as fast as it was prudent as a business practice." Where integration involved the enforcement of the contract, Negroes were granted the rights due them regardless of the consequences; where the company was taking the initiative, management tried to do so gradually without directly challenging tradition—by adopting the "most advanced practices" in the community involved. In terms of method, management used "a mixture of persuasion, education, and some judiciously applied coercion."

The wide publicity and strong top-management support given the policy provided the "keystone" on which action by the local managerial staff depended. Local management had final responsibility for positive results and they knew that progress on the program would be reviewed by the company's executive council through the periodic detailed reports required of each plant. The company was aware of the local problems involved, however, and local management had full access to top personnel for aid in handling problems. Further, the company's industrial relations department provided guidance on ways of bringing about the necessary changes, particularly in units that were lagging behind.

Success depended, however, on "the projection of the spirit, as well as the letter of this 'law'

<sup>1</sup> Selected Studies of Negro Employment in the South—3 Southern Plants of International Harvester Co., by John Hope II, Report No. 6:1, Committee of the South, National Planning Association, Washington, D. C., September 1953. This was the first of a series of 6 studies of biracial employment practices in southern industry.



through all levels of the managerial staff." The company's practice of upgrading within the ranks at the administrative and executive level as well as on the production line helped in this regard. By the time an employee had risen to the level concerned with industrial relations, he was not only fully aware of the policy and techniques for applying it but was likely to be "emotionally fortified" to deal with it.

This development in attitude was due partly to the company's formal training program. Each new employee received a short orientation course in which the major company policies were described—including, but not singling out for special treatment, the nondiscrimination policy. Both the policies and methods for effecting them were discussed in the company's special leadership training courses for developing supervisory personnel and in its continuous program of foremen conferences.

Also important was the informal education resulting from daily application of company policy, which served to educate not only management but also union representatives and, indirectly, rank-and-file employees. When the prospect of a significant change in the number or status of Negro employees arose—whether from the normal processing of a grievance or from a management decision—its merits were usually discussed in meetings of union and management leaders. This in turn caused much informal discussion among those officials and among rank-and-file workers. In this way, Mr. Hope stated, many people considered rationally the attitudes which they had habitually held without question or thought. The results of such "education"—in combination with the company's taking a firm position—are illustrated by the experience of the Memphis plant in dealing with wildcat stoppages over minority problems. As soon as such a stoppage occurred, staff and supervisory personnel met and discussed the issue on the basis of a clear written report which was also passed on to foremen. (On occasion, letters explaining the issue were mailed to all employees.) The policy met less and less resistance with each crisis. After three such wildcat strikes, foremen became sufficiently convinced the company meant business that they even began to volunteer suggestions for effecting integration.

<sup>1</sup> Mr. Hope reported that, according to competent State officials, this was customary but not required by law.

In such situations, Mr. Hope pointed out, education was not the sole key to success. The prospect of "coercion" was also a factor, for the plant "law"—the contract—backed up (and in fact was frequently the basis for) the educational process, formal and informal.

Sometimes the company took advantage of circumstances existing at a given moment to make a change appear obviously desirable for majority and minority alike, or created conditions which would gradually make changes inevitable. For example, in building the locker rooms and toilet facilities at the Louisville plant, management consciously supplied only sufficient segregated facilities—the community practice—for the Negroes employed at that time; as employment expanded and Negroes were scattered more widely through the plant, such segregation was demonstrated by sheer inconvenience to be impractical and was progressively disappearing.

Such facilities ran the gamut, in the three plants, from complete separation to complete integration. This illustrated the difference between plant practices controlled by the surrounding community and those determined solely by company policy: according to officials at the Memphis plant, Tennessee law required that all the essential internal plant services—food, toilets, locker rooms, and drinking fountains—be completely segregated.<sup>2</sup> The community's influence was also apparent in such services as recreational programs. No racial overtones were noted in the medical and insurance benefits provided, as was also true of wage rates, which were set according to the job classification without reference to the jobholder. (According to company studies, wages were high relative to those of other plants in the community.)

*The Unions.* The local unions recognized at these plants had not taken the initiative in promoting changes within their jurisdiction in line with the nondiscrimination policy, Mr. Hope stated, and sometimes had counseled management to "go slow" or to make a "strategic compromise." In part, this reflected the differences between "military" and "political" type organizations: local management officials were appointed, were responsible for carrying out top management's policy almost without question, and had virtually a "captive audience" for educational efforts; local union officials had responsibility for supporting the

same policy but were elected, depended on the members' will for continuance in office and control over policy, and could draw "pupils" only on the basis of interest. However, once plant management had decided to initiate a change in keeping with the contract, the union leadership involved officially supported company actions and, when members walked out, "courageously and actively" tried to get them back to work.

Over four-fifths of the nonmanagerial shop employees were production workers,<sup>3</sup> who manned the benches, machines, and assembly lines and whose jobs ranged from unskilled to very highly skilled (the largest group being semiskilled). Most of the rest were maintenance workers who built, repaired, and maintained the tools and equipment used by the production workers; a very large proportion of them were skilled journeymen. The remainder were "housekeeping" employees, almost exclusively unskilled. At the Evansville and Memphis plants, virtually all of these workers were represented by the United Automobile, Aircraft, and Agricultural Implement Workers of America (UAW-CIO). At the Louisville plant, however, jurisdiction over production workers was divided between the UAW and the United Farm Equipment and Metal Workers (FE, part of the independent United Electrical, Radio, and Machine Workers of America), and maintenance and custodial workers were represented by the FE and the following seven craft unions: the International Association of Machinists (IAM-AFL); International Brotherhood of Electrical Workers (AFL); International Brotherhood of Firemen and Oilers (AFL); Pattern Makers' League of North America (AFL); United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the U. S. and Canada (AFL); United Brotherhood of Carpenters and Joiners of America (AFL); and International Die Sinkers' Conference (Ind.).

Having been certified after much of the initial hiring had been done, neither the UAW nor the FE had any part in initiating fair employment practices in these plants.<sup>4</sup> But both concluded—and persistently upheld when incidents arose—contracts which prohibited company discrimination against any employee. The UAW contracts also protected job applicants and prohibited discrimination by the union.

As with management, the methods used by these two unions varied between plants. At the Memphis works, the union placed primary emphasis on education. Yet it had no formal educational program for this purpose and conscious efforts to get individual white union members to accept the nondiscrimination policy were confined primarily to crises. They would listen at such times, and could be "made to see the relationship between their own economic welfare and the foregoing of [purely racial] advantages"; union leaders also indicated the importance of honoring their contract. The unions at the Louisville works appeared to be somewhat more aggressive, influencing the attitudes of their white members more fundamentally and directly. Both locals encouraged active union participation by Negro members, and Negroes held key elective positions and served on important committees; rank-and-file white members frequently benefited directly from their competent functioning, and union officials cited instances to show how this resulted in acceptance of Negroes. Further, grievances involving alleged racial discrimination were carefully and aggressively processed in their early stages, with the result that the number involving formal union-management negotiation had been progressively decreased almost to the zero point. Other techniques in the plant also contributed; in the foundry, for example, where most work involved teamwork and payment was on a group piecework basis, each new employee was advised by both union and company that the size of his paycheck depended on cooperation with his team-mates, regardless of whether they were white or colored.

With one exception, according to the author, the local policies of the seven craft unions ranged from passive acceptance of nondiscrimination to official discrimination and exclusion—expressed by

<sup>3</sup> The Louisville and Memphis installations manufactured heavy farm equipment; the Evansville plant produced refrigerators.

<sup>4</sup> In fact, Mr. Hope suggested that, because of their liberal racial policies, the presence of a significant Negro minority in the plants by the time their organizers arrived gave them an organizing advantage. He also pointed out that both the established company position and the unions' campaign promises to that Negro minority made it "realistic politics" for the unions to conclude contracts with nondiscrimination clauses. In his opinion, local acceptance of such contracts could not be explained solely as compliance with their internationals' policies: where union and management cooperated on the issue and Negro employees comprised a small and inarticulate minority, unions might by various devices maintain a racial division without overt violation, and other UAW locals in all three cities had been "less successful than the Harvester newcomers" in applying those policies.

"tacit and unwritten consent" of their internationals, by "their inclination to segregate Negro members into unautonomous auxiliary locals," or, less frequently, by "provisions in their rituals or constitutions." Such practices reflected past rather than present racial policies of their internationals, which had recently eliminated official discrimination policies. Their significance was augmented by the provision for a modified union shop in the contracts.

The one exception was the IAM local. It had been accepting Negroes for some years when the 1952 IAM convention incorporated into the constitution the executive council's 1947 ban on racial restrictions on membership; Negro members participated fully in union affairs and had been on the shop committee from the beginning. At the other extreme, Negroes had been "habitually" excluded "by tacit consent" from the plumbers' association, and Mr. Hope found little evidence of a change in racial action of this union, local or national. Of the other local unions, he noted two which had Negro members—Harvester employees in one instance and Negroes working elsewhere in the city in the other. The IAM was 1 of 2 craft unions which had contracts prohibiting both company and union discrimination; the contracts of 3 others, including the plumbers, banned company discrimination alone. (One contract had no such clause, and no reference was made to any contract with the seventh union.)

### Results of the Nondiscrimination Policy

As the plant working force grew, Negro employment rapidly expanded beyond the token stage—both numerically and proportionally (see table) and almost without interruption. The proportion of Negroes who were in jobs classified above the unskilled level also rose; the upward trend was not as continuous, however, and only at Louisville were there a few Negroes above the semiskilled classifications. (Altogether there were 7 Negroes in the clerical, professional, technical, and managerial category—1 Negro employment interviewer at Louisville and 1 chemist, 1 draftsman, and 4 clerical workers at Evansville.) Mr. Hope compared the occupational distribution of white and Negro workers. Among production workers, the proportion of each in semiskilled

jobs was about the same, although the other whites were divided about equally between skilled and unskilled work and virtually all other Negroes were in unskilled jobs. Negroes were disproportionately few in the largely skilled maintenance jobs and disproportionately numerous in the unskilled "housekeeping" assignments—the pattern traditional in southern industry.

The "explicit cost" of the nondiscrimination policy could "hardly be considered exorbitant," Mr. Hope commented. Four work stoppages over racial issues had occurred—all at the Memphis plant. They accounted for only 2.2 percent of the man-hour and wage losses from all kinds of wildcat strikes at the three plants during the period studied. Demonstrations which did not assume the proportions of a stoppage might not have been reported, however, and whether there had been hidden costs of consequence had not been ascertained.

It was probably "neither accident nor coincidence" that most of the racial incidents of more than very limited scope involved the promotion policy, Mr. Hope commented. A Negro's promotion inevitably raised the question of whether it gave him a status equal to or above that of his white associates and whether it might give him supervisory authority, however limited, over white

*Negro employment in three International Harvester Co. plants, 1946-50*

Item	Louisville, Ky.		Memphis, Tenn.		Evansville, Ind.	
	1946	1950	1947	1950	1946	1950
City population:						
Number.....		576,900		482,393		160,422
Percent nonwhite <sup>1</sup> .....		12		37		6
Total plant employment: <sup>2</sup>						
Number.....	1,016	6,446	876	2,746	890	4,366
Percent Negro.....	4	14	12	23	4	8
Percent of Negro employees upgraded during year.....		26		28		27
Percent distribution <sup>3</sup>						
Negro employees:						
Skilled.....	0	4	0	0	0	0
Semiskilled.....	21	39	22	67	13	67
Unskilled.....	79	57	78	33	87	31
Other.....	0	(4)	0	0	0	2
Total.....	100	100	100	100	100	100

<sup>1</sup> Both the Louisville and Evansville plants were purchased, starting operations in 1946. The Memphis plant was built by the company in 1947; it opened in 1948.

<sup>2</sup> Figures were not available for Negroes only, but other nonwhites were few in number.

<sup>3</sup> At end of calendar year.

<sup>4</sup> On a day chosen at random.

<sup>5</sup> Less than one-half of 1 percent.



workers. The scope and intensity of opposition to Negro upgrading appeared to be in proportion to the level of job status attained.

### **Application to Production Workers**

It was as production workers that, when hiring began, Negroes were deliberately assigned to jobs outside the traditional common labor categories and scattered widely among various departments. Because white and colored employees entered the plants at the same time, Mr. Hope pointed out, white employees "could not seriously allege that Negroes were taking white people's jobs—a not uncommon rallying point of opposition to Negro integration." Management's initial diffusion of Negro employees among many job classifications and departments also fostered the adjustment of white workers generally to the presence of Negroes, and the most prejudiced workers were screened out by the company's practice of making acceptance of the nondiscrimination policy virtually a condition of employment. Further, the first Negroes hired in any department were selected to be "superior both in qualifications and personality" to the white workers there, in order to assure their acceptance. This also contributed to the implementation of the company's promotion policy, as did the fact that, being new, the plants had no contrary precedents to combat.

*Hiring Practices.* The bulk of these employees were recruited by the company on the open market. At none of the plants was race designated on either the form filled out by the applicant in the plant employment office or the labor requisitions sent by the various plant departments to the employment interviewers.

Neither the Memphis nor Evansville plant had any separation in the interviewing procedure. At the Louisville plant, however, all Negro applications were routed to a Negro interviewer who received only those requisitions which the assistant employment manager felt could be filled from the Negro file. This was described as a temporary device for offsetting racial disadvantage, for two reasons. First, a Negro interviewer was regarded as better able than a white interviewer to evaluate the Negro applicants' full capacities and potentialities—not always revealed by a standard form because of their limited employment and training

opportunities. Second, the procedure in the other two plants, because of its more or less automatic character and its total lack of Negro personnel, was formally less susceptible to discriminatory usage but actually permitted a greater degree of informal discretion by the individual interviewer. Mr. Hope heard some complaints that this resulted in preferential placement; he pointed out that, in communities where segregation is virtually complete, such items as "home address" and "schools attended" reveal the applicant's race to the interviewer.

In his pre-assignment orientation on company policies (conducted on a nonsegregated basis), each new employee was specifically told that he might be working with nonwhite employees and should decline the job if he did not feel able to do so cooperatively. Almost no workers did so, and there appeared to be no tendency for whites to register any protest, or even to raise questions about this policy.

The assignment form which the employee subsequently took to the head of his department or his foreman carried a racial designation. In the company's view, this information was necessary at some stage in order to enforce the nondiscrimination policy and also for such purposes as insurance coverage. Its main disadvantage was its possible use by a prejudiced foreman or department head to discriminate in work assignments, and this consideration was "perhaps more pertinent to less recognizable minorities," Mr. Hope pointed out.

*Promotion and Transfer.* After an employee had completed his 60- or 90-day probation, he had the right to bid for any open job in his department or request transfer to one in another department within the same bargaining unit. Under the contract, the worker with the longest period of service was entitled to the job if he could qualify "in a reasonable period of time"—the decision being made by a management representative, usually the foreman or supervisor. A worker might also "bump" a person with shorter service, under the somewhat less advantageous condition of a specifically limited "breaking in" period ranging from 1 to 3 days. In practice, however, "bumping" was used generally in connection with plant layoffs rather than as a means of advancement.

Because Negroes had been hired in significant



numbers when the plants were opened and had thus been able to accumulate seniority by the time the contracts were negotiated, these rules strengthened their position. Further, the right of employees to transfer rather freely across departmental lines was an extremely potent tool toward full integration, in the author's opinion.<sup>5</sup> Over one-fourth of the Negroes in the three plants were upgraded during 1950—almost all being production workers. The full effect of "bumping" rights had not yet been tested, since all three plants had so far operated under high employment conditions.

Inclusion in the contracts made both the prohibition on discrimination and the rules governing upgrading (including decisions as to whether a worker qualified) subject to the grievance procedure. The contracts clearly set forth the successive levels of union and company officials who were to consider any complaint of contract violation, with the right to appeal to the next higher level if settlement was not reached within a prescribed period and provision for a final and binding decision by a trained and disinterested arbitrator if necessary. The great advantage of this system, Mr. Hope pointed out, was that changes in racial employment practices could be brought about with "a minimum of tension and a maximum of genuine social adjustment and change of attitude." Racial questions were put on a par with other contract violations, and the very process of settling grievances fostered the substitution of reasoned judgment for sentiment and tradition and gave an aroused rank and file a "cooling-off period" during which plant leadership on both sides could prepare them for the change.

In the latter part of the period studied, few grievances alleged discrimination as such. Company policy made such overt contract violations by management personnel unlikely, the author noted, and the unions had found it difficult to prove their cases even if the broad policy appeared to be violated. Thus, for example, a charge of company failure to apply the seniority provisions properly might not have arisen if the

two parties had been of the same racial group, and the racial factor would probably be given full consideration in the informal conferences of union leaders with their aggrieved members and with management officials.

*Continuing Problems.* "These laws of advancement have made personal favoritism and discrimination in promotions both difficult and hazardous," according to the author. Nevertheless, Negroes continued to encounter difficulties in obtaining the better jobs, largely in meeting the qualifications requirement but also in getting the "laws" enforced.

The Negro workers' lack of training and education restricted not only their direct placement in skilled jobs but their progress by promotion. Mr. Hope found a marked difference between the extent and types of vocational training available in white and colored public school facilities in these communities. Training courses for white students ranged from those providing a general acquaintance with the shop to those which aimed at providing the student with a specific skill or trade. In contrast, the Harvester plants were virtually the only places where Negroes could obtain even the basic machine-shop training necessary for semiskilled jobs.<sup>6</sup> In addition, the proportion of Negro Harvester employees who had completed elementary or high school was much lower than that of white employees; in combination with the rigid seniority rules, this had in some cases led to charges of company discrimination when the real problem was the Negroes' inability to perform the tasks to which they aspired. As one plant official put it, Negro employees were "pushed" up the ladder of consecutive labor grades at the same time that the educational differential reduced their capacity for upgrading compared with white workers, plaguing them with the difficulty of qualifying for the job in a limited time.

Obviously enforcement depended on effective "policing" of the contract by management and the unions and progress had been accelerated, in Mr. Hope's opinion, by the established opposition to discrimination of the two unions which had bargaining rights over production workers. Among others, he described four examples of incidents over promotions which gave a Negro status equal to

<sup>5</sup> He noted that a rather widespread technique in the South for maintaining a racial division in an organized plant was to set up the plant so as to confine Negroes to a few departments regardless of their occupation or job location and then negotiate a strict departmental seniority rule.

<sup>6</sup> When the plants opened, formal on-the-job training was offered to prepare the initial force of production workers; Negroes participated on terms of equality, but such courses were subsequently discontinued.

that of a white in his immediate vicinity or put him in a job hitherto considered a "white job." In three, management and union leaders made determined joint efforts, without procrastination or qualification, to protect the Negro's contractual rights; in each case they were successful. In the fourth case, however, "timid and vacillating" practices—first by the company and later by the union—strengthened the resistance of a small but determined and strategically placed minority; more than 3 years after the Negro had passed the necessary test and more than 2 years after the arrival of the union and the filing of a grievance, the case was still unsettled.<sup>7</sup> This exemplified the importance of the individual Negro's character, Mr. Hope emphasized. He must have the initiative to bid for an open job and to submit a grievance, but he must also fully understand the grievance process and have the perseverance to overcome various informal techniques for forestalling the grievance machinery. In addition, much depended on the ability of the individual Negro to "sell himself" to the majority; in a fifth case, a Negro's rise to supervising both white and colored workers occasioned no friction of any kind, because of his particular personality as well as his efficiency.

#### Application to Maintenance Workers

The company's policy for maintenance workers contrasted sharply with that for production workers. With one exception, it had not made even a strategic token placement of Negroes in the maintenance shops in the initial hiring period, either in skilled jobs or in job classifications from which they might be promoted to journeyman status.<sup>8</sup> Presumably management had weighed the possible losses from stoppages and the probable number of qualified applicants who would be obtained and had concluded that such action

would not result in gains in the supply and flexibility of labor as it had for production work. "Unquestionably the most stubborn obstacle" in this regard was the almost complete lack of Negroes with skills in the metal and factory trades, Mr. Hope reported. Underlying factors, however, were the racial views of some local craft unions and some journeymen in the shops under the industrial unions' jurisdiction,<sup>9</sup> the craft unions' control of the highly skilled and scarce workers in these trades, and their influence in perpetuating unequal training opportunities.

*Apprenticeship Training.* Both the public school systems and the company operated apprenticeship training programs in the factory trades in these cities. Under both programs, the courses in a given trade were administered by joint committees on which the craft unions concerned were represented (although the company had final authority in its program). Negroes participated in none of these courses during the period studied.

For one thing, the general vocational instruction given at colored schools, unlike that at white schools, did not enable the student to qualify for apprenticeship training in the factory trades. Apart from this, however, none of the colored schools currently provided apprenticeship training courses, which were included in the white schools' evening adult education programs. Mr. Hope regarded it as unlikely that such courses would be started for Negroes in the near future, at least in Louisville. Officially an apprenticeship class would be provided there for any indentured apprentice at his request, but at least 15 must apply; the prospect that 15 Negroes would become indentured to contractors in this field was small. Furthermore, the only requirement relating to union membership reported for these courses was for the plumbing and steamfitting class in Louisville: to be eligible, applicants had to be registered with the union—which registered only members and Negroes were not members. The plumbers' international also prohibited members from working with non-member helpers or apprentices; under these rules, a member could not work with a Negro apprentice in the company-operated program even if the company were to decide to include him. The "restrictive role of craft unions" was "less obvious" in the other cities, according to the

<sup>7</sup> *Editor's Note.*—The Negro was qualified as a welder but employed in the foundry of the Memphis plant. Press reports suggest that the case was finally closed in the spring of 1953. At that time, foundry employment was being curtailed and a Negro employed there applied for and was assigned to an opening in the all-white welding department. The white workers walked out but returned to work when UAW President Walter Reuther, to whom the company had appealed, insisted that the contract be observed.

<sup>8</sup> The seniority rules applied to maintenance workers under the machinists' and electricians' jurisdiction as well as all those represented by the UAW.

<sup>9</sup> Mr. Hope did not go into the industrial unions' practices concerning maintenance workers.

author, but the absence of Negroes in apprenticeship programs in the metal trades was equally apparent.

**Recruitment of Journeymen.** The only maintenance unit in which the company placed Negroes during the open-shop period was that later represented by the machinists, whose local policy differed from that of the other craft unions as noted. The three Negroes placed were accepted, and others were subsequently assigned there. At the time of the study, this was still the only such shop in any of the three plants where Negroes were employed as journeymen, or where a significant number of Negroes were employed.

The interview and placement procedures were the same for maintenance as for production workers, but the company recruited such workers mainly through the craft unions, which controlled the supply of skilled labor in Louisville. It had hired skilled journeymen on the open market but found them inferior to those referred by craft unions. Therefore, while it did not officially seek union referrals, the shop stewards in these bargaining units ascertained from the foremen when there were openings and notified members to apply at the company office. In view of the craft locals' current racial practices, this procedure effectively excluded Negroes in most instances.

Evaluating the prospects for change, Mr. Hope agreed that it would be difficult in the immediate future to find an appreciable number of qualified Negro applicants. Also, both managerial and union officials continued to expect resistance to a company move in this direction. They varied widely, however, on the probable form and intensity of opposition and the ultimate outcome. Managerial views ranged from considering a full plant shutdown possible (because of these workers' strategic positions in the plant) to the belief that journeymen were accustomed to working with Negroes and any opposition could easily be handled. The author stressed the importance of the internationals' position in this connection, pointing out that the plumbers' international would probably not support such a company move but giving other instances in which local opposition would not have the backing of the parent body. None of the union leaders queried felt that rank-and-file opposition could long prevail in an open test of strength with the company.

## Chamber of Commerce Industrial Relations Session, 1953

**EDITOR'S NOTE.**—*The Chamber of Commerce of the United States, in cooperation with the Chamber of Commerce of Greater Philadelphia and the Labor Relations Council of Chambers of Commerce, held its annual meeting on industrial relations in Philadelphia, November 19. The following are summaries of three of the papers delivered at the session.*

### Wage Movements and Collective Bargaining

Basic data relating to the overall movement of wages in manufacturing during the 4-year period ending in August 1953 and their implication for contract negotiation in 1954 were presented in an address by W. S. Woytinsky. The determination of wages, the continuous revision of wage rates, and their adjustment to changing conditions in the labor market were held to constitute the principal issues in industrial relations and collective bargaining.

Mr. Woytinsky discussed the trend of real average hourly earnings in all-manufacturing, the share of wages in the national income, labor productivity and earnings, the interrelationship between wages and prices, and changes in inter-industry wage differentials for the 4-year period.

**Wage Movements.** Although average hourly earnings in manufacturing industries as a whole increased by 26 percent in the 4 years ending in August 1953, real hourly earnings, in terms of August 1949 purchasing power, rose by only 12 percent<sup>1</sup> because prices, as measured by the Consumer Price Index of the Bureau of Labor Statistics, advanced by more than 13 percent.

The earnings figures require two corrections. First, the increase in average wages as recorded by the Bureau of Labor Statistics was due in part to interindustry shifts—for example, the increase in the share of durable goods industries in total factory employment. According to the BLS, this factor may have accounted for a rise in average hourly earnings of 1 percent.

<sup>1</sup> Actually 12.1 percent: 13.6 percent for durable-goods industries and 9.1 percent for nondurable-goods industries.



"Second, to the gains in straight money wages must be added the concessions gained by workers in the settlement of so-called fringe issues: vacations with pay, additional payment for night work, reclassification of jobs, and—the most important item—welfare programs financed by employers. It is extremely difficult to estimate all these concessions as equivalent to a rise in average hourly earnings. In some industries, this item represents an appreciable part of the increase in labor costs; in others, it is negligible.

"Since the two corrections run in opposite directions, their joint effect will hardly change the general conclusion. . . ."

The increase in real hourly earnings during the 4 years was at an average rate of 3 percent per year—somewhat higher for durable-goods industries, and somewhat lower for nondurable-goods industries.

The share of employees' compensation in national income rose from an average of 64.2 percent in the first half of 1949 to 66.7 percent in 1953. The increase, however, was due largely to the increased compensation of military personnel and the diminishing share of farm income in national income.<sup>2</sup> Eliminating these two factors, the compensation of civilian employees remained about constant over the 4-year period at slightly under two-thirds of the national income (excluding income of farmers).

*Wages and Labor Productivity.* Although the question of the relationship between wages and the productivity of labor has become a fixture in wage negotiations, according to Mr. Woytinsky, "changes in the output per worker in single industries and individual establishments are not among the principal factors in the determination of wages." Rather, "the overall level of real wages is ultimately determined by the efficiency of the whole economic system . . . its average output per man-hour of work."

The productivity of labor in all-manufacturing over the 4-year period registered an increase<sup>3</sup> of 14.1 percent per employed worker, or 16.1 percent per production worker. In durable-goods industries, the rise was 18.1 and 19.7 percent, respectively, and in nondurable-goods industries, 12.1 and 15 percent, respectively. During the period as a

whole, the physical output per worker in manufacturing industries increased in about the same proportion as real hourly earnings.

*Wages and Prices.* "The rise in productivity in 1950 in manufacturing industries as a whole opened the possibility for a substantial rise in real wages without an increase in prices." After the second half of 1951, there was no consistent rise in prices, although wage rates continued to "inch up" and real wages increased more rapidly than theretofore. The movement of wage rates and the wholesale price index were fairly independent of each other during the 4-year period. Thus, in 1949, wholesale prices declined, whereas hourly earnings in manufacturing industries fluctuated without any clear tendency in either direction. From June 1950 to January–February 1951—the early phase of the Korean war—wholesale prices increased by 16 percent, whereas hourly earnings rose by only 7 percent. From the beginning of 1951 to August 1953, the wholesale price index declined by 5 percent, whereas wages in manufacturing industries increased by 14 percent.

#### *Interindustry Differentials in Wage Increases.*

"In some industries, average wage rates rose appreciably in 1949–50, in others, the adjustment came later." However, hourly earnings ultimately were increased in most industries, in roughly the same proportion. For manufacturing as a whole, the average increase during the 4-year period was 26 percent; for contract construction, 28 percent; and for transportation and public utilities, 27 percent. Bituminous-coal mining (the main branch of mining) also had a 27-percent increase in average hourly earnings.

Increases ranged from 23 to 29 percent for most branches of manufacturing, those of less than 22 percent or more than 30 percent being the exception. Relatively large increases in average "wage rates were recorded in industries that expanded rapidly during the Korean war, such as ordnance (36 percent), and in industries in which hourly earnings had been out of line with other

<sup>2</sup> Compensation of military personnel rose from \$4,150 million in 1949 to about \$10 billion, at an annual rate, in the first half of 1953; farm income declined from 6.2 percent of national income in 1949 to 4.1 percent in the first half of 1953.

<sup>3</sup> Computed as a ratio of the Federal Reserve production index to the index of factory employment.



comparable industries in 1949 (35 percent in the lumber industry, 47 percent in metal mining). Comparatively small gains were recorded in 'depressed' industries (13 percent in textile mills, 11 percent in the apparel industry), and in service industries, which employ a large proportion of marginal workers (19 percent in retail trade, 17 percent in laundries, 15 percent in cleaning and dyeing establishments)."

**Outlook.** Mr. Woytinsky did not find any evidence that business conditions would deteriorate, with resultant weakening of pressure by labor unions in 1954, as many observers have forecast. "If a minor setback develops, it will not affect all industries simultaneously. . . . if demand for mass consumption goods begins to decline, labor unions will make full use of the purchasing power argument, and their reasoning will have a strong appeal to public opinion."

"Contracts," according to the speaker, "are likely to be renegotiated in 1954 under economic conditions similar to those in 1952 and 1953, in the same spirit of adjusting wage rates in each single industry to the arrangements reached in other industries. An overall increase in wage rates by 3 to 4 percent can be anticipated—less than the average in 'depressed' industries, more in expanding branches. The interest of unions in fringe issues will probably increase, and it will be up to management to determine the extent to which settlements of such issues will be traded for a straight raise in wage rates."

"Guaranteed annual wages will probably emerge as one of the most important fringe issues. . . . Approached . . . as a partial improvement of [the] existing unemployment insurance system . . . the guaranteed wage would appear as a comparatively inexpensive measure of considerable psychological value for labor and promising serious advantages to management."

"It is fairly probable, also, that arrangements will be made for widening the range between the wage rates of skilled and those of unskilled labor or, at least, for preventing a further shrinking in this range."

In addition to these "fairly obvious" tendencies, the speaker pointed out that, producers, under market pressure, might try to reduce production cost by streamlining production plans. He expressed the belief that both management and labor

"will realize that their main goal in renegotiating contracts in 1954 should be to create the conditions most favorable to a rise in the productivity of labor and a continuous growth of purchasing power of the community."

### How To Change Taft-Hartley

Fairness, experience, and common sense, not political expediency, should guide Congress and the administration in amending the Taft-Hartley Act, said Theodore R. Iserman, New York City attorney. The same considerations, he continued, certainly should guide businessmen in proposing or opposing specific changes. His address outlined changes which he believed should be adopted by Congress and a number which he thought probably would be adopted.

Congress should make these changes, Mr. Iserman advised, on five points: (1) Assure States the authority to regulate strikes, picketing and lockouts, enabling them to exercise their traditional powers; (2) authorize the courts to extend injunctions beyond 80 days; (3) strengthen the provisions against secondary boycotts; (4) assure to employers the loyalty of persons employed on highly confidential work, e. g., on time studies and budgets; and (5) forbid strikes for recognition in every case, not merely when the National Labor Relations Board has certified another union as bargaining agent.

To repeal the provisions for injunctions against secondary boycotts would leave us, said Mr. Iserman, without any effective protection against them. He suggested: (a) Permit picketing only at the struck employer's premises; (b) forbid inducing secondary boycotts *by any means*; (c) forbid acting directly upon secondary employers, as by threatening them, as well as by inducing their employees to refuse to work; (d) forbid inducing secondary boycotts by unions of persons who are not "employees" under the act; (e) invalidate agreements between unions and secondary employers that permit secondary activity; (f) forbid secondary strikes against an operation of an employer where there is no dispute that is separate from another operation where there is a primary dispute; and (g) permit individual employees to refuse to cross picket lines only if they do so on their individual initiative.

The speaker outlined specifically the situations to which application of a "struck work" clause should be strictly limited, whereby employees of secondary employers would be allowed to refuse to do work farmed out to their employers by struck primary employers. The situations would be those in which (a) the strike is lawful, is not in violation of a contract, and is authorized by the primary employees' bargaining agent; (b) the same union is the representative of both the primary and secondary employees; (c) the contract between the secondary employees' union and their employer authorizes the secondary boycott; (d) the secondary employer is doing the struck work for the account of the primary employer pursuant to an agreement with him; and (e) the struck work is work that striking employees of the primary employer normally would do. Mr. Iserman also proposed eventual modification of industrywide bargaining.

He preferred complete separation of the Labor Board's deciding functions from its investigating and prosecuting functions, vesting the latter in an Administrator of the National Labor Relations Act. The rules on evidence and procedure that govern in United States district courts would be made applicable to cases before the Labor Board, and appellate courts would have enlarged powers in reviewing board rulings. Unions and employers could appeal directly to the circuit court of appeals from rulings in representation cases. Charging parties would have statutory right to intervene in cases before the Board.

Changes that the speaker thought Congress "probably" would adopt included:

(1) Giving employers full right to free speech in election cases. Congress thought that in Taft-Hartley it had assured this right to employers.

(2) Providing for seizure as an alternative to injunctions against national emergency strikes; empower emergency boards to make recommendations; and itself undertake to deal with emergency disputes on a case-by-case basis.

(3) Enacting some sort of a "struck work" clause. (See Mr. Iserman's recommendations on content above.)

(4) Equating the right to lock out with the right to strike, overruling the *Morand Bros.* and the *Davis Furniture* cases.

(5) Excluding small employers and their employees from Taft-Hartley coverage.

(6) Forbidding replaced economic strikers to vote, but postponing elections for 3 or 4 months after a strike begins.

### An American Employer's Appraisal of ILO

The International Labor Organization should regard itself as the informed source of ideas concerning proper labor legislation, maximizing guidance through the means of free forum discussions, Richard P. Doherty told the conference. The ILO, he said, is ideally equipped through its tripartite structure to supply expert guidance on labor-management problems.

According to the speaker, the ILO should reveal itself more broadly as the one free world forum where labor and management may openly discuss broad problems of mutual concern. He felt that the atmosphere in which ILO standards are prepared creates a negotiating frame of mind, so that bargaining-table objectives hold and maneuvering takes place to obtain or avoid approval. When parties clearly intend to exchange experiences and prepare informal reports (as distinguished from draft legislation), only then will there be an atmosphere conducive to free exchange of ideas and substantial collaboration toward agreement on end results.

Mr. Doherty considered that at present the ILO placed distorted emphasis on conventions (standards proposals approved for submission to member countries for adoption). He urged that the ILO stop writing conventions except on labor-management matters strictly international in scope and except through a clear-cut voting process calling for a majority of favorable votes from each of the three parties.

On the other hand, technical assistance is concrete aid born of mature experience; it is the helping hand of labor and management extended to countries which need assistance in their climb up the ladder of economic progress. If the ILO is to perform a constructive service, its technical assistance projects should (1) be restricted to labor-management matters; (2) employ only qualified experts concerned with the job to be done rather than a political crusade, with no project undertaken if adequate and qualified field personnel are not available; and (3) originate with the needs and wishes of individual nations, with accompanying justifying evidence that labor-management col-

laboration will be forthcoming and that both management and labor want the job done.

Mr. Doherty advised that a small committee of experts, tripartite based, be substituted for staff work on many subjects, with impartiality and genuine objectivity the guiding standard. Every report prepared by the staff prior to initial discussion at ILO conferences should be limited, he recommended, strictly to objective presentation of basic underlying information, without inferential slants or presumed opinions and evaluations.

"We, the American employers," said Mr. Doherty, "want to collaborate with effective world agencies which honestly advance the cause of freedom and encourage economic advancement . . . We can and should cooperate with an ILO which—

"(a) Is not an activator of social causes unless there is a clear-cut recognition of the validity of such causes among both the employer and worker groups of the ILO member states.

"(b) Concentrates on improving the atmosphere of understanding between labor and management.

"(c) Recognizes that its purview is strictly within the area of labor-management problems.

"(d) Recognizes that its proper functioning is definitely not concerned with political philosophies and that it does a disservice when it undertakes activities or promotes conventions which are incompatible with the political precepts of any single member state.

"(e) Promotes, with equal fervor, the interests of employers and workers and rejects, as alien to its structural composition, any projects or programs which serve the selfish aims of either labor or management to the detriment of the other party's interests.

"(f) Provides a free forum for the candid exchange of ideas and experiences among labor and management leaders of the world.

"(g) Recognizes that free labor and free management cannot—and will not—compromise with the Communist way of life which suppresses and destroys free unionism and private enterprise.

"(h) Provides guidance to nations through studies, technical assistance, and appropriate recommendations.

"(i) Rigidly limits and restricts draft treaty conventions to those specific labor-management

items which are endowed with genuine international characteristics and on which there is concurrence by the respective majority of labor, management, and government delegates.

"(j) Recognizes the sovereign right of each nation to govern itself and, thereby, does not attempt to superimpose superstate legislation upon member nations."

## 1953 Convention of Industrial Accident Agencies

COORDINATION of safety and workmen's compensation was one of the topics featured at the 39th annual convention of the International Association of Industrial Accident Boards and Commissions,<sup>1</sup> along with discussions of rehabilitation activities, second-injury funds, permanent disability rating, and other matters of concern to administrative officers, employers, and workers.

### Safety and Accident Prevention

The IAIABC president, S. W. MacDonald,<sup>2</sup> emphasized early in the sessions that the best interests of society, of all workers, and of industry are served by preventing accidents, rather than by attempting to compensate them afterwards. The coordination of safety and workmen's compensation was illustrated by experience in Oregon. The Oregon Industrial Accident Commission, explained its chairman, Paul E. Gurske, has authority to use in any 1 year up to 5 percent of the average annual receipts of the exclusive State fund in the 5 previous fiscal years toward accident prevention and safety education. During the

<sup>1</sup> Held in Coronado, Calif., October 4-8, 1953. For the year 1954, Joachim Grenier, Q. C., president of the Workmen's Compensation Commission, Quebec, Canada, was elevated to president of the Association; John Moulin of the Illinois Industrial Commission was elected vice president; and William L. Connolly, Director of the Bureau of Labor Standards, U. S. Department of Labor, was re-elected secretary-treasurer. The next annual meeting was set for October 3-7, 1954, at Quebec.

<sup>2</sup> Mr. MacDonald is chairman of the California Industrial Accident Commission.



fiscal year ending June 30, 1953, the commission had spent \$452,000 for these purposes.

Mr. Gurske explained that in Oregon safety activities have been primarily at the educational level. The Oregon law permits a reduction of the employer's premium rate up to 50 percent for a favorable accident experience. Armed with this incentive, the Accident Prevention Division began a campaign to sell safety to management and labor. "We sought to convince them of the value of conservation of labor, material, equipment, and investment through experience-rate reductions coupled with high production." Accident frequency rates computed by counties are dispatched to each field representative along with supporting graphs to show how his territory compares with others in the State. A long-range educational and engineering program was projected, under which staff members are available to assist industry and labor in establishing safety committees and plant, or union, safety programs. There are "safety rallies" and visits to all interested groups. "We have now had 11 successful safety rallies throughout the State with many more scheduled," reported Mr. Gurske. The Accident Prevention Division utilizes posters, handout material, flip charts, graphs, and courses in safety training and supervisors' conference leadership. For the purposes of the educational program, "the pinpointing of accident frequencies and costs to the particular locality in which the talk is given or publicized has been one of the many improvements in the preparation of statistical data."

### Rehabilitation Work

The Legislative Committee emphasized that basic changes are needed, many of them legislative, to provide full services in mobilizing permanently impaired workers' remaining abilities, thereby shifting the emphasis away from paying for disabilities. Other speakers cited the experience of public agencies in the States of Ohio and Rhode Island, and the Province of Alberta, Canada, as well as that of private clinics in Boston, San Francisco, and Santa Monica, Calif. In Alberta and Ohio, the programs of physically rehabilitating permanently impaired workers by governmental agencies were yet in their infancy. In Rhode Island, however, a snag was reported—its rehabilitation center operated at only 25 percent of

capacity because doctors refused to refer injured workers to it, contending that the center was the opening wedge of socialized medicine, and that the doctors could do as well themselves. By State law, only physicians may refer cases to the State-operated center. To circumvent this difficulty, the center advertises itself to labor unions, at safety meetings, and before other bodies. As a consequence, it was claimed, workers themselves now ask to be referred to the center, with doctors complying.

A number of private clinics carry on rehabilitation work where there are no State-operated facilities. The Liberty Mutual Insurance Co. of Boston maintains two centers, in Boston and Chicago. The Chicago center was opened after the Boston center had clearly demonstrated its success in cutting down compensation payments and medical costs by restoring work capacity as fully as possible. Although the center admitted only cases too severely impaired for rehabilitation by ordinary means, 65 percent of the patients admitted were returned to work after treatment lasting on the average 42 days, at a cost of \$380. "People were made self-sufficient rather than remaining in hospitals or under medical care," reported S. L. Hanson, company spokesman. He stressed the importance of training claims personnel to refer cases early, before mental attitudes set in a mold, hard to change.

Additional descriptions of private rehabilitation center operations came from the Kabat-Kaiser Institute of Santa Monica, Calif., and the May T. Morrison Center for Rehabilitation in San Francisco—started by Hazel E. Furscott because she was dissatisfied with the type of care permanently impaired workers were receiving. The convention also witnessed an amazing exhibition of what a man with two artificial arms could do, given the proper harness and prosthetic devices.

### Permanent Disability Rating

The Association's Medical Committee<sup>3</sup> characterized the present system of permanent disability rating as "a jumbled, chaotic mess." The committee's report cited the need for establishing standards to foster legislation which would not place a monetary value on a man "as though he

<sup>3</sup> Chairman, E. E. Steele, Commissioner, Ontario Workmen's Compensation Board.



were a threshing machine." In studying the value of a hand, for example, under the laws of 40 States and 10 Canadian Provinces, the committee uncovered a great divergence of monetary compensation. It recommended appointment of a full-time adequately financed committee to revise the basic approach.

In part reflecting Canadian experience and standards, the Medical Committee also recommended that: (1) speedy settlements, before a man's full physical disability could be determined, should be discouraged; (2) emphasis should be on complete rehabilitation rather than on quick lump-sum settlements; (3) all ratings should be made by an expert of the workmen's compensation agency; (4) compensation should not be on a schedule basis of so much per hand, per eye, etc., but on a lifetime basis, because earnings were impaired for the remainder of the life span; (5) rating schedules should be used only as guides, with the administrative agency having the right to adjust compensation—within limits—to different circumstances; and (6) awards should be subject to review and adjustment during the worker's lifetime, partly because the disability may vary in degree or effect and partly because the original evaluation may have been incorrect.

### Second-Injury Funds

The Association's Executive Committee<sup>4</sup> recommended appointment of a special committee to study the problem of second-injury funds and report at the next annual meeting regarding standards for pertinent State legislation. The committee suggested that all States adopt second-injury legislation covering all permanently disabling injuries whatever the cause of the first impairment. At present, as described in the committee report, only California and New York laws provide benefits from a second-injury fund in case a work injury causing partial permanent disability results in permanent total disability when imposed on a preexisting disability *regardless how caused*. (In California, there must be 70 percent of permanent total impairment, at a minimum, for the worker to receive benefits, but

this 70 percent may be the composite of an injury resulting in only 1 percent of permanent impairment and a 69-percent preexisting impairment, whether due to a major loss or a combination of weak back, flat feet, weak eyes, and so on. Legislation is currently under consideration to require that the work-caused impairment itself amount to at least 15 percent of the permanent disability, to prevent a severe drain on the fund, which is financed out of general State taxes.)

The Executive Committee had filed a protest with Congress against bills proposing a *Federal* second-injury fund, sponsored by organizations interested in the problems of the physically handicapped. These groups had taken this step because of the restrictive nature of State legislation which usually brought State second-injury funds into play only if the first disabling injury was a work injury. This type of State provision excuses State funds—with few exceptions—from liability if the earlier disability was caused by accidents other than those at work, or by disease, military service, or if congenital.

The Association's Legislative Committee<sup>5</sup> defended second-injury funds as very useful devices "even if of limited potency" and pointed out that the existence of such funds should not be held responsible for the fact that some handicapped workers do not find or hold jobs.

### Compensating Loss of Hearing

Compensation for loss of hearing is a relatively new and growing problem confronting workmen's compensation administrators. In this connection, Harry A. Nelson, director of the Workmen's Compensation Department of the Wisconsin Industrial Commission, referred to the Wisconsin law which allows 333 weeks' compensation (maximum \$37 a week, a total of \$12,321) for total loss of hearing. He then cited the considerable difficulty of determining how much of the hearing loss stemmed from industrial causes and how much from aging or other factors.

A panel discussion, conducted with specialists in this field, developed the facts that the methods currently employed for measuring noise and ability to hear, although considerably improved over the last few years, still were far from satisfactory. Two questions to be answered are: At what point is noise excessive, and what is the relation of noise

<sup>4</sup> Headed by Ray H. Brannaman, Chairman of the Colorado Industrial Accident Commission.

<sup>5</sup> Headed by Mary Donlon, Chairman, New York Workmen's Compensation Board.

exposure to hearing loss? The methods followed in studying the effect of other industrial hazards—such as dust or inadequate lighting—and in setting up acceptable minimum standards, did not seem adaptable to this form of disability.

Moreover, in the absence of preemployment tests, there was no way of telling whether hearing loss was due to disease, aging, exposure to noise, or a combination of circumstances. Also, hearing aids—of some help for certain types of hearing loss—were no help at all if the auditory nerves were injured. Panel speakers advised that, even if such aids were helpful, the amount of compensation awarded should be based on actual impairment of hearing without the aid.

### Workmen's Compensation v. Employer Liability

Recent attacks on workmen's compensation in favor of the provisions contained in employers' liability laws received considerable attention. The Association's Committee on Administration and Procedure took sharp issue with findings of the University of Illinois Graduate College.<sup>6</sup> In a detailed analysis, Warren H. Pillsbury, committee chairman and Deputy Commissioner of the Bureau of Employees' Compensation, U. S. Department of Labor, demonstrated that the statistics used by the Graduate College did not support the conclusion that an employers' liability act was both cheaper and more efficient than the Illinois Workmen's Compensation Act.

A labor spokesman addressed himself to the same general problem. Pointing out that workers do not have adequate protection under workmen's compensation, Jerome Pollack, United Auto Workers (CIO), maintained nevertheless that a return to employer liability acts was anything but desirable. Under these acts, he declared, workers settle for a mere fraction of what they ought to get; they fear to sue because they jeopardize their jobs; they hesitate to turn over a heavy portion of their financial recoveries to attorneys; and they find burdensome the long delays accompanying this type of litigation.

What labor wants is a modern workmen's compensation law and administration. This program starts with a genuine safety effort. Injuries are diagnosed in a medical spirit, and not as a prelude to litigation. Medical treatment is prompt, thoroughly adequate, and competent. Such a

program provides benefits adequate by American standards of living, and in long-term disabilities, the benefits are adjusted to take care of greater needs or anticipated higher earnings. "It means abolition of improper pressures for final releases. It means a remedy that follows through to restore the worker to suitable employment, with the necessary administrative arrangements and safeguards to fulfill these functions."

### Standardization of Terms

Acting upon a directive from the 1951 convention, the Association's Statistics Committee<sup>7</sup> had surveyed the "terminology and definitions now in use in the various jurisdictions." The survey revealed a lack of uniformity of terminology, making it extremely difficult to compare data for one jurisdiction with another. Furthermore, many of the published reports failed to define the terms used.

Accordingly, the Statistics Committee had concentrated its efforts toward developing tentative definitions of terms used in compiling statistics of workmen's compensation activities, to be included in an official IAIABC glossary. It was found necessary to limit the terms for which standard definitions were developed to a small number because of difficulties created by the differences in the laws of the respective jurisdictions.

### Perspectives

Most reports and speeches focused attention on the shortcomings of present day legislation and administration of workmen's compensation. The Committee on Administration and Procedure urged a return to the simplicity of the original concepts of workmen's compensation, away from the growing trend toward legalism and court procedures. The committee advised that hearings before commissions should be in the nature of investigations to determine facts as opposed to legal hearings under rules of evidence, that participation of attorneys should be discouraged—and could be if hearing officers were competent, thus

<sup>6</sup> The college had compared operating costs, net returns to workers, and overall cost to society of injuries in Illinois under the workmen's compensation act with those of several thousand injuries among employees of one railroad under the Federal Employers' Liability Act.

<sup>7</sup> Headed by Paul Scharrenberg, Director, California Department of Industrial Relations.

saving the litigant claimant the cost of legal services paid from benefits already inadequate.

What the employer wants from a workmen's compensation act was outlined by Warren Hanna, a San Francisco attorney. The average employer has accepted the idea that the cost of compensation should be part of the cost of production, to be passed on to the consumer. He wants all legitimate claims compensated and all others screened out. Mr. Hanna urged that the commission should apply the law as the framers originally intended and should not substitute its own ideas of what the law should be. Hearings should be fair and courteous, at an impartial and informal level, and should convey the impression that the case will be decided on the basis of evidence. As the commission's findings of fact are final, decisions against the weight of evidence should be explained. Personal ideas of justice should not be substituted for established legal precedents.

## Work Injuries in the United States, 1952

THE all-manufacturing injury-frequency rate<sup>1</sup> reached an all-time low of 14.3 in 1952. This rate, based on final data for the year prepared by the Bureau of Labor Statistics,<sup>2</sup> was 8 percent below the 1951 average. The frequency rates for most nonmanufacturing industries were the same or lower than in 1951.

The severity of work injuries changed very little between 1951 and 1952. In manufacturing, the reduction in frequency was about balanced by a slight rise in the average number of days lost or charged per case, with the result that the severity rate<sup>1</sup> showed only a fractional decrease. Among nonmanufacturing industries there were about as many increases as decreases in the severity of injuries.

### Injury-Frequency Rates

*Manufacturing.* Although the decrease in the all-manufacturing frequency rate between 1951 and 1952 was somewhat smaller than had been indicated by preliminary estimates, the drop to 14.3

In spite of the substantial shortcomings of many State programs, Mr. MacDonald declared that "the period of experimentation has ceased. The pattern of the administrative machinery in most of the jurisdictions has so matured that major innovations are unlikely." The period of experimentation, however, "has not led toward uniformity through the general adoption of any one plan on the basis of its proven advantages. . . . After all, many of the laws took forms and procedures, not as the most desirable, but as the easiest solution to constitutional obstacles or other problems for securing either adoption or compliance." In addition, careful review of administrative procedures was urged so as to eliminate unnecessary and costly steps. Mr. MacDonald concluded: "No matter what the benefit level may be within a jurisdiction, a compensation act is only as truly effective as its administration is simple, economical, and speedy."

more than offset increases which had carried the rate from the previous low of 14.5 in 1949 to 14.7 in 1950 and 15.5 in 1951. (See chart 1.) The 1952 average was the lowest in the Bureau's 27-year injury-rate series.

Of the 21 major manufacturing industry groups, 7 had average rates in 1952 that were one full frequency-rate point or more below those of 1951; 9 others showed decreases, but of less than one full point; 1 showed no change; and only 4 reported minor increases. (See accompanying table.)

The lumber and wood products group, which had the highest injury-frequency rate, also showed the largest decrease—from 52.8 to 49.6. Within this group, 5 of the 9 individual industries recorded decreases of one full frequency-rate point or more, and only 1 reported an increase.

An encouraging reduction in injuries also occurred in the stone, clay, and glass group of industries: the average frequency rate dropped from 21.8 to 19.3, with the decrease in individual industries ranging up to 18 percent.

Frequency rates in almost half (77) of the 159

<sup>1</sup> See footnote 2 on accompanying table for definition.

<sup>2</sup> A more comprehensive report on these data will be presented in a forthcoming bulletin.

individual industries for which data were available for both years were lower by one or more points, and only 16 had significantly higher rates in 1952 than in 1951. Outstanding decreases took place in the following industries:

	Injury-frequency rates	
	1951	1952
Planing mills.....	48.1	38.4
Beehive coke ovens.....	38.8	30.5
Cold-finished steel.....	19.1	11.6
Cut-stone and stone products.....	40.1	32.8
Steel foundries.....	31.5	24.7
Vitreous-enamelled products.....	22.6	15.8
Morticians' goods.....	26.2	19.4
Logging.....	98.9	92.1
Cutlery and edge tools.....	21.2	15.6
Gray-iron and malleable foundries.....	38.3	33.0

Despite the improvement in the safety record of most industries, the rates for many remained high. In fact, several of the industries where notable rate decreases occurred were in the latter category; the rate for logging, for example, continued to top the list of both manufacturing and nonmanufacturing. Other high-rate manufacturing industries included:

	Injury-frequency rates, 1952
Sawmills.....	55.3
Sawmills and planing mills, integrated.....	47.2
Veneer mills.....	46.9
Beet sugar.....	40.7
Boatbuilding and repairing.....	40.0
Structural clay products.....	35.3

*Injury rates, by major industry group, 1952*

Industry group	Number of reporting units	Number of employees reported <sup>1</sup>	Injury rates <sup>1</sup>			Average days lost or charged per case <sup>2</sup>			Percent of disabling injuries <sup>3</sup> resulting in—		
			Frequency		Severity <sup>4</sup>	All cases <sup>4</sup>	Permanent partial disability	Temporary total disability	Death and permanent total disability	Permanent partial disability	Temporary total disability
			Current year (1952)	Previous year (1951)							
Manufacturing: All industry groups.....	41,997	9,719,562	14.3	15.5	1.3	85	909	17	0.3	5.4	94.3
Ordnance and accessories.....	76	94,734	6.4	6.0	.6	131	831	13	.7	9.7	89.6
Food and kindred products.....	6,218	664,623	20.2	20.7	1.5	68	1,081	15	.3	4.7	95.0
Tobacco manufactures.....	146	41,620	7.3	6.6	.8	72	836	13	.5	3.6	95.9
Textile-mill products.....	2,615	664,452	10.3	11.2	.8	75	946	19	.2	4.7	95.1
Apparel and other finished textile products.....	3,889	340,048	7.8	6.9	.4	51	1,142	13	.1	2.7	97.2
Lumber and wood products (except furniture).....	3,080	223,301	49.6	52.8	4.6	88	1,004	16	.5	4.3	95.2
Furniture and fixtures.....	1,466	170,108	21.2	22.0	1.7	84	834	14	.2	7.1	92.7
Paper and allied products.....	1,652	245,732	15.3	16.0	1.7	84	1,028	18	.2	5.2	94.6
Printing, publishing, and allied industries.....	3,192	314,322	9.4	9.1	.5	49	785	15	.1	3.4	96.5
Chemicals and allied products.....	2,229	446,885	10.1	11.5	1.1	99	1,063	17	.8	3.5	94.6
Products of petroleum and coal.....	(9)	225,776	8.7	8.7	1.2	140	656	24	1.5	3.9	94.6
Rubber products.....	301	169,495	8.6	9.7	1.1	107	978	17	.6	6.0	93.4
Leather and leather products.....	1,039	199,656	12.6	12.8	.5	46	743	13	.2	3.2	96.6
Stone, clay, and glass products.....	1,651	281,294	19.3	21.8	1.9	84	1,133	17	.4	3.8	95.8
Primary metal industries.....	1,958	943,066	15.5	16.9	1.8	121	949	22	.8	5.8	93.4
Fabricated metal products.....	3,826	688,434	18.1	19.5	1.4	79	848	15	.2	6.1	93.7
Machinery (except electrical).....	4,016	1,221,018	14.2	15.4	1.1	73	814	15	.2	5.8	94.0
Electrical machinery.....	1,249	761,349	7.0	7.5	.6	89	910	16	.1	7.2	92.7
Transportation equipment.....	1,085	1,494,785	7.5	8.4	.7	109	762	22	.4	8.2	91.4
Instruments and related products.....	568	228,990	7.3	7.4	.5	68	840	20	.....	5.9	94.1
Miscellaneous manufacturing industries.....	1,567	179,876	13.4	13.8	1.3	93	1,000	14	.2	6.5	93.3
Nonmanufacturing:											
Construction.....	5,174	238,007	34.6	39.3	3.7	105	1,263	15	.9	2.7	96.4
Communication <sup>5</sup> .....	533	610,470	1.6	1.9	.1	65	789	20	.7	.8	98.5
Miscellaneous transportation <sup>6</sup> .....	2,241	207,911	22.4	24.0	1.9	85	1,132	19	.4	2.0	97.6
Utilities and sanitary services.....	712	394,924	12.4	13.5	1.7	137	1,412	17	1.3	3.1	95.6
Personal services.....	3,299	156,057	10.1	9.9	.6	57	1,695	15	.2	1.7	98.1
Business services.....	3,316	203,012	4.3	4.4	.3	71	1,203	15	.5	2.4	97.1
Educational services.....	253	137,535	8.5	8.2	.4	47	1,718	13	.2	1.3	98.5
Fire departments.....	215	32,061	34.7	30.4	1.8	49	1,108	13	.5	.3	99.2
Police departments.....	154	22,617	33.2	36.5	1.8	55	1,800	14	.6	.3	99.1
Trade.....	15,100	482,700	12.4	12.9	.5	54	1,034	14	.3	2.4	97.3

<sup>1</sup> Data were obtained by mail questionnaires sent to a representative list of employers in each industry. The figures shown are the total number of employees in the reporting establishments. The data reported relate to all classes of employees—production and related workers; force-account construction workers; administrative, clerical, professional, sales, service, supervisory, technical personnel, and all others. Self-employed persons, however, were not included.

<sup>2</sup> The injury-frequency rate is the average number of disabling work injuries for each million employee-hours worked. A disabling work injury is any injury occurring in the course of and arising out of the employment, which (a) results in death or any degree of permanent physical impairment, or (b) makes the injured worker unable to perform the duties of any regularly established job, which is open and available to him, throughout the hours corresponding to his regular shift on any one or more days after the day of injury (including Sundays, days off, or plant shutdowns). The term "injury" includes occupational diseases.

<sup>3</sup> The severity rate is the average number of days lost for each 1,000 employee-

hours worked. The computations of days lost include standard time charges for fatalities and permanent disabilities. These data were compiled according to the American Standard Method of Compiling Industrial Injury Rates, approved by the American Standards Association, 1945. Injury rates for all manufacturing, for each manufacturing group, and for trade were computed from the rates for component individual industries by applying weights based on estimates of total employment in each industry; rates for other industry groups were based on the unweighted totals of all reports received.

<sup>4</sup> Based on reports (approximately 60 percent of the total sample) which furnished details regarding the resulting disabilities.

<sup>5</sup> Each death or permanent-total disability was charged with a time loss of 6,000 days.

<sup>6</sup> Not available.

<sup>7</sup> Includes only telephone, radio, and television.

<sup>8</sup> Does not include interstate railroad, bus, air, water, or pipeline transportation.



At the other extreme were a number of industries which recorded unusually low injury-frequency rates. The synthetic fibers industry had a rate of 1.6; miscellaneous communication equipment, 3.2; synthetic rubber, 3.3; explosives, 3.4; aircraft, 3.7; rubber footwear, 3.8; electric lamps (bulbs), 3.9; radio tubes, 4.5; and electrical equipment for vehicles, 4.7.

**Nonmanufacturing.** Among the 49 individual nonmanufacturing industries for which data for 1951 and 1952 were available,<sup>3</sup> 23 showed decreases of one full frequency-rate point or more, and only 8 recorded significant increases.

The construction group showed the greatest improvement, with a 12-percent reduction in injury frequency, although the group rate of 34.6 for 1952 was among the highest recorded in the survey. Within that group, the heavy construction industry rate dropped from 42.3 to 26.2, chiefly because many large employers in this field had a greatly improved safety record. Sizable reductions in the frequency of injuries also occurred in the masonry, stone setting, and other stonework (from 40.7 to 33.1), the installation and erection of building equipment (from 29.6 to 22.0), and the roofing and sheet-metal work (from 43.7 to 38.0) industries.

The rate for utilities and sanitary services decreased from 13.5 to 12.4, with the principal improvement occurring in the gas utilities and waterworks industries.

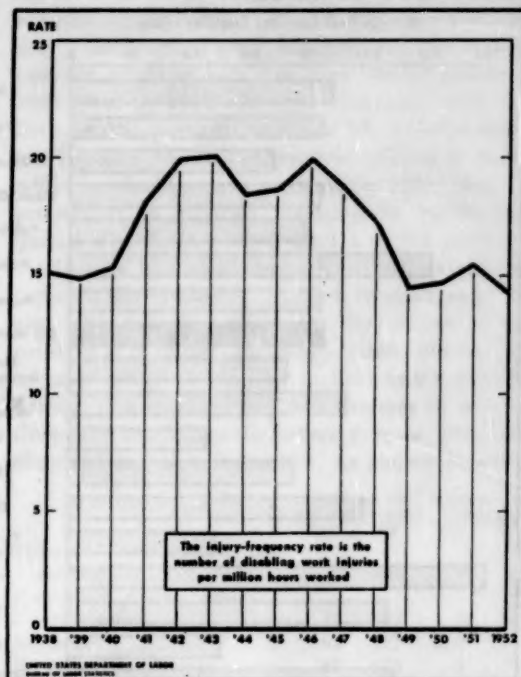
The miscellaneous transportation industries for which data were compiled had an average frequency rate of 22.4 in 1952, compared with 24.0 in 1951. Each industry in this group, except integrated local transportation systems and stevedoring reported lower rates in 1952 than in 1951.

Each industry in the trade group, except general merchandise stores and eating and drinking places, showed slight decreases in injury-frequency rates. The average for the group fell from 12.9 to 12.4.

The rate for police departments decreased from 36.5 to 33.2, while that for fire departments increased from 30.4 to 34.7. Communications, personal services, business services, and educational services showed little change between 1951 and 1952.

<sup>3</sup> The Bureau of Labor Statistics does not compile injury data for agriculture, mining, interstate transportation, and certain other nonmanufacturing classifications.

Chart 1. Injury-Frequency Rates in Manufacturing, 1938-52



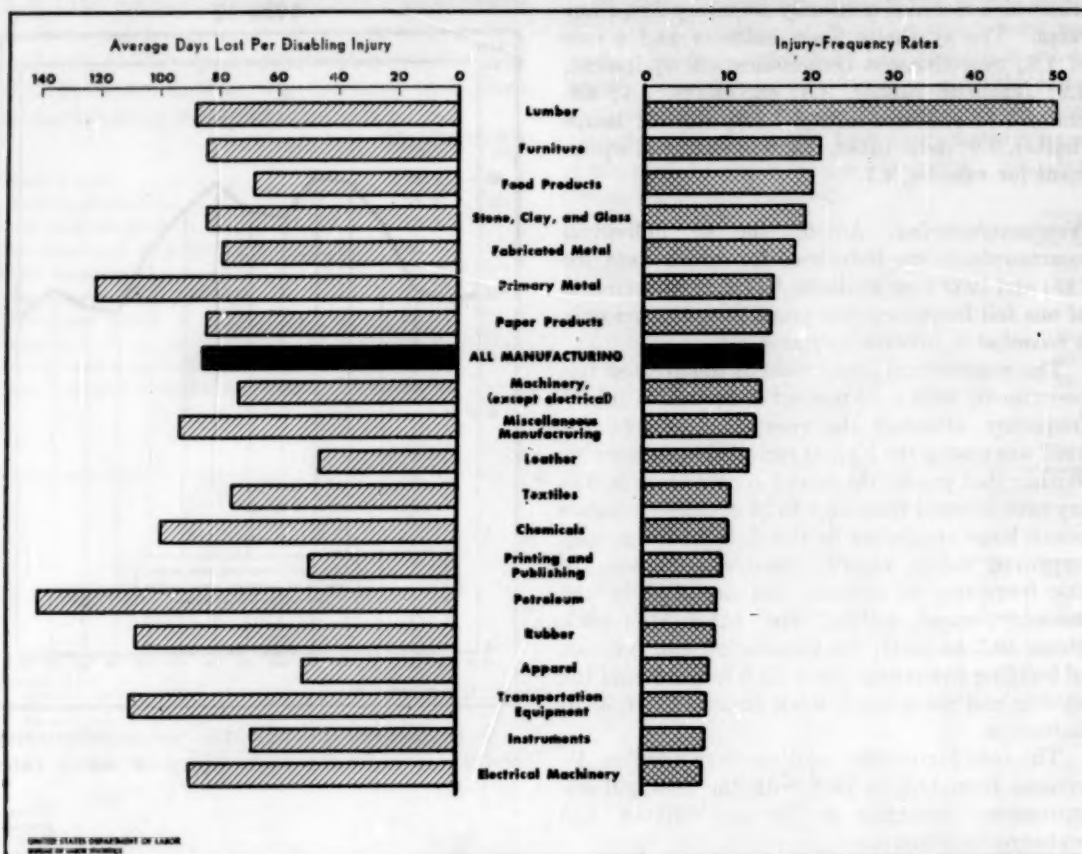
Following are the individual nonmanufacturing industries reporting high injury-frequency rates in 1952:

	Injury-frequency rate
Stevedoring.....	87.9
Structural-steel erection and ornamental iron work.....	46.9
Highway and street construction.....	46.0
General building contractors.....	38.1
Roofing and sheet-metal work.....	38.0
Plastering and lathing.....	36.8
Warehousing and storage.....	36.4
Trucking and hauling.....	36.0
Miscellaneous special-trade contractors.....	35.9

Outstandingly low rates among individual nonmanufacturing industries were 1.6 for telephone communications; 1.9 for insurance; 2.0 for banks and other financial agencies; 3.8 for retail apparel and accessories; 4.0 for radio broadcasting.

**Rate Changes for Identical Establishments.** The injury rates presented in this article represent the average experience of all plants reporting in the respective years. Year-to-year changes in these rates, however, reflect not only changes in safety accomplishments but also changes in the com-

Chart 2. Injury-Frequency Rates and Severity Averages, Major Manufacturing Groups, 1952



position of the reporting groups. Progress in accident prevention may perhaps be measured more accurately by comparison of the experience of identical establishments reporting in successive years. On this basis, the improvement in the safety record between 1951 and 1952 appears to have been even greater than indicated by comparisons of rates derived from all reports received.

For all manufacturing, rates based on data from over 29,000 identical reporting units showed a decrease of 10 percent, compared with a decrease of 8 percent for all reporting units. Similarly, in the stevedoring industry, the average rate for establishments reporting in both years increased only 2 percent, while the rate for all reporting units rose 15 percent. In 70 percent of the industries for which such comparisons could be made, there was a decrease of 5 percent or more in the

average frequency rate for identical reporting units between 1951 and 1952. Seven of these industries showed decreases of 25 percent or more, as shown in the following statement:

*Percent decrease  
in injury-frequency  
rates for identical  
establishments,  
1951 to 1952*

Envelopes.....	35
Fur goods and miscellaneous apparel.....	34
Ophthalmic goods.....	34
Cold finished steel.....	33
Rubber footwear.....	33
Morticians' goods.....	31
Miscellaneous communication equipment.....	29

### Injury Severity

The severity of work injuries is best measured by the actual number of days of disability in the

case of temporary disabilities or the standard time charge assigned for permanent disabilities or fatalities. The standard severity rate is, in effect, a composite index of the frequency rate and the average time loss per case, since it is a ratio of total time lost to total hours worked. Therefore, the combination of a high frequency rate and a low average time loss could produce the same severity rate as would high average time loss and low frequency. Similarly, a change in the severity rate may reflect changes in the average days lost, the frequency rate, or both.

*Manufacturing.* The average number of days lost or charged for injuries occurring in manufacturing during 1952 was 85, compared with 82 in 1951. The slight increase in the average days lost per case was offset by the decrease in the frequency of injuries. As a result, the severity rate of 1.3 days lost for each thousand hours worked was the same as for 1951.

Individual cases varied from those involving only 1 day of disability to those resulting in death or permanent-total disability. The great majority of injuries (94.3 percent) caused only temporary disability and the injured workers suffered no permanent ill effects. Many of these cases, however, were of long duration; the average time lost for temporary disabilities was 17 days. In 5.4 percent of injuries to manufacturing workers, some permanent physical impairment resulted, ranging from the partial loss of use of a finger or toe to complete loss of an arm or leg. These "permanent-partial" disabilities, although not completely incapacitating the workers for future employment, nevertheless permanently reduced their working efficiency. The estimated lost efficiency amounted to an average of 909 days per case. Deaths and permanent-total disabilities resulted from only 0.3 percent of the injuries; however, each of these cases is assigned a standard time charge of 6,000 days, representing the average work-life expectancy of 20 years for the entire working population. Although the proportion of the more serious cases was small, the heavy time charges assigned to them were an important factor in raising the average charge for all cases to 85 days.

The average time loss varied widely not only among individual manufacturing industries, but also from year to year for the same industry.

These variations, in large part, reflected changes in the number or proportion of deaths and permanent impairments. In the women's and children's clothing industry, for example, the average number of days lost was four times greater in 1952 than in 1951 (63 days compared with 16), because two injuries reported by establishments participating in the 1952 survey resulted in death, while no deaths were reported in 1951, and the proportion of injuries resulting in permanent-partial disabilities rose from 1.5 to 3.3 percent.

Changes in the average days lost or charged per case were reflected, in turn, in changes in the standard severity rate. In the women's and children's clothing industry, cited above, the severity rate rose from 0.1 in 1951 to 0.4 in 1952. Similar relationships between changes in average time lost and those in severity rates were also observed in other industries, as shown below.

	Average days lost or charged per case		Injury-severity rate	
	1951	1952	1951	1952
Vegetable and animal oils and fats.....	50	196	1.3	4.5
Nonferrous rolling, drawing, and alloying.....	49	144	.8	2.2
Batteries.....	62	177	1.0	2.3
Partitions and fixtures.....	45	115	.9	2.2
Concrete, gypsum, and min- eral wool.....	56	139	1.4	3.6
Metal household furniture...	56	122	1.2	2.3
Food products machinery....	126	44	2.4	1.1
Plywood mills.....	148	67	4.3	2.1
Aircraft parts.....	125	59	.9	.4

Although changes in the severity rate usually followed the changes in the average days lost per case, the relative level of the severity rate was more often related to the frequency of injuries than to the duration of the cases. (See chart 2.) Industries with the most serious cases, as measured by the average time loss, often had moderately low injury-severity rates, merely because the volume of injuries was low. Blast furnaces and steel mills, for example, reported the highest average per case—215 days. In this industry 1.6 percent of the cases were fatalities or permanent-total disabilities, and 9.0 percent were permanent-partial disabilities; the temporary cases averaged 35 days' recovery time. Yet the low frequency rate of 6.5 kept the severity rate down to 1.4. The railroad equipment industry reported an average of 181 days lost per case, a frequency rate of 9.1, and a severity rate of 1.5.

High severity rates were as often associated with a high frequency of injuries as with a long duration of cases. This is shown by the following figures on the high-severity-rate industries:

	Severity rate	Fre- quency rate	Average days lost per case
Logging.....	11.7	92.1	123
Vegetable and animal oils and fats...	4.5	22.5	196
Sawmills and planing mills, inte- grated.....	4.4	47.2	92
Sawmills.....	4.3	55.3	77
Concrete, gypsum, and mineral wool.....	3.6	25.4	139
Fertilizers.....	3.2	19.8	151
Malt and malt liquors.....	3.1	21.9	133

**Nonmanufacturing.** In nonmanufacturing, the construction group reported the highest injury-severity rate—3.7. This was almost three times as great as the rate for all-manufacturing; however, injuries in construction were not three times as serious. As a matter of fact, the average days lost or charged per injury in construction was 105, or only 24 percent greater than the rate in manufacturing. The fact that the frequency rate for construction was nearly two-and-one-half times that for manufacturing was primarily responsible for the difference in severity rates.

In certain individual industries within the construction group, however, the nature of the injuries was more serious than it was in most other industries. For example, in structural steel erection and ornamental iron work an average of 295 days was lost or charged per case. This high average was due primarily to the fact that 2.3 percent of the injuries resulted in death or permanent-total disability. In addition, 6.7 percent of the cases were permanent-partial impairments, for which the average time charge was 1,998 days, compared with 909 for manufacturing. Injuries involving the loss or loss of use of an arm or leg accounted for 37 percent of the permanent-partial cases in structural-steel erection, but for only 6 percent in manufacturing. (These two types of impairments carry the heaviest time-charge among the permanent-partial disabilities.) The large number of days lost per case, coupled with a high frequency rate (46.9) resulted in the highest industry severity rate (13.8) in the 1952 survey. Injuries in the painting, paperhanging, and decorating industry averaged 183 days per case, largely because 2.8 percent of the cases resulted in death or perma-

nent-total disability. The frequency rate was 23.6 and the severity rate, 4.3. Heavy construction, except highway and street, reported an average of 174 days per case and a severity rate of 4.5; 1.7 percent of the cases reported were fatalities or permanent-total disabilities, and 4.8 percent were permanent-partial impairments.

The stevedoring industry reported the second highest severity rate (9.5) among the nonmanufacturing industries. This high rate, however, was due more to the high frequency than to the severity of injuries. An average of 128 days was lost per case; and the distribution of cases—0.3 percent fatalities or permanent total disabilities and 5.9 percent permanent-partial impairments—did not differ markedly from the all-manufacturing figures. In contrast, injuries in the electric light and power industry averaged 170 days per case, but, because of a relatively low frequency rate (10.7), the severity rate was only 1.8. Deaths and permanent-total disabilities accounted for 1.7 percent of the cases reported in this industry. In laundries, a frequency rate of 10.6 and an average of 121 days per case resulted in a severity rate of only 1.3; while in the waterworks industry, an average of 115 days lost or charged per case, coupled with a moderately high frequency rate (21.4), produced a severity rate of 2.5.

—ROBERT S. BARKER  
Branch of Industrial Hazards

## Recent Developments in NLRB Policy

GUY FARMER, Chairman of the National Labor Relations Board, discussed, before the annual law institute held at the University of Tennessee, recent developments in Board policy, in light of case decisions made during his chairmanship.<sup>1</sup> The Board, he stated, would realistically "examine each of the precedents and policies [established by predecessors on the Board] as they come before

<sup>1</sup> Source: Remarks by Guy Farmer, Chairman, National Labor Relations Board, before the 14th Annual Law Institute, University of Tennessee, College of Law, Knoxville, Tenn., November 6, 1953. (NLRB release R-431.)

The Board consisted of two members (including the Chairman) appointed in July 1953 and two members who served under the former Chairman, with one vacancy since August 1953.



us in individual cases. We shall use to the fullest extent those that appear to be well grounded; and we shall have no hesitancy in rejecting those that do not appear to be grounded firmly in the needs and experiences of today."

### Assertion of Jurisdiction

The Chairman expressed concern over the large number of cases coming before the Board and of the local aspects of many. For example, more than 14,000 cases were filed with the Board during the fiscal year 1953. More than 10 percent of these cases involved retail establishments alone, and a very large proportion involved businesses which employed fewer than 20 employees, Mr. Farmer stated, "despite the fact that the Board has rightfully taken the position that, whatever may be the reach of its legal jurisdiction, it will refuse to assert jurisdiction in enterprises essentially local in character." In 1950, the NLRB adopted a jurisdictional plan under which it would refuse to accept cases involving companies whose operations did not meet certain criteria.<sup>2</sup> These standards should be revised, according to the Chairman, so that "the Federal Government will not intervene in insignificant labor disputes, and so that the Board can more effectively and quickly devote itself to cases of significance to the national economy."

In recent cases, the Chairman held that the Board should not assert jurisdiction over a small automobile and truck distributor and garage owner who possessed a franchise arrangement with a multistate enterprise. Further, the Board refused to assume jurisdiction over two utilities whose operations were almost exclusively local in character, one a transportation system and the other a rural electrical cooperative. Subsequently, it also refused to exercise jurisdiction over a manufacturer of concrete blocks who sold some products to the State of North Carolina for the construction and maintenance of county roads, on the ground that the "concept of instrumentalities of interstate commerce should not be so broadly construed" as to include construction work on county roads. Furthermore, Mr. Farmer stated, the Board intends "to reexamine the jurisdictional plan and to bring it into closer proximity to present-day reality."

### Representation Cases

The Board in the past has denied its services, and rescinded prior certification, in the case of a union having an officer who has been convicted of filing a false non-Communist affidavit with the Board, or of making a false statement to the Federal Bureau of Investigation as to his Communist affiliation. On October 23, 1953, the Board issued a policy statement as to the future handling of representation cases which involve a union having an officer who is *under indictment* for false filing: It would withhold action on requests of such unions for an election pending the disposition of the indictment, unless another union was involved in the case and deferment would prejudice either the employer's or the second union's interests. If the suspect union won an election, the Board would withhold certification as bargaining agent pending the outcome of the indictment.<sup>3</sup>

Overturning precedent, the Board refused to allow a technical defect in the union-shop clause of an existing contract to invalidate the contract and dismissed the petition for election. In considering union-shop agreements for purposes of barring elections, the Board also held that it would look not only to the phraseology of the contract, but also to the surrounding circumstances.

To prevent abuses of the Board's processes, it has also tightened election procedure in runoff elections. A new ruling provides that a union, which seeks to withdraw an election petition before a runoff election, may do so without prejudice only on condition that it does not request an election within 1 year.

With the advent of two new members, the Board reversed two precedents dealing with guards. In one case, it rejected the old 50-percent rule on part-time guards, holding that the term "guard" under the Taft-Hartley Act "means any employee who regularly spends part of his time on guard duty." In the second case, the Board ruled that "guards employed by

<sup>2</sup> See NLRB Standards for Exercise of Jurisdiction, Monthly Labor Review, November 1950 (p. 574).

<sup>3</sup> A Federal court has since enjoined the NLRB from proceeding with its new policy in the case of the *International Fur & Leather Workers' Union v. Farmer et al.*

armored-car services which transport money and other valuables are guards within the meaning of the act." Accordingly, the Chairman said, guards in these two categories must be placed in separate units to be represented only by unions which do not represent other employees.

### Unfair Labor Practices

In refusal-to-bargain cases, the Chairman held that "the Board should attach less significance to proof of majority based solely on authorization cards and greater weight to proof of majority through a Board-conducted [secret ballot] election."

The Chairman also indicated that the Board should recede from its strictly held policy regarding the area of employer interrogation of employees as to their union sentiments. He did not think that such interrogation of itself is a violation of the Taft-Hartley Act.

In a case involving an unlawful strike, the Board upheld the action of an employer in refusing to reinstate strikers, including some who claimed to be nonparticipants. The Board ruled that an individual worker, "to protect his rights under the statute when an illegal strike occurs . . . has the affirmative duty to dissociate himself and to disavow the illegal acts of his bargaining agent."

The Board upheld individual complaints against an employer and a union in a case in which such workers lost vacation pay because of a traditional union-shop clause. The Board ruled that "such loss imposed, over and above the threat of discharge, to compel union membership, was an additional discrimination" not intended by the statute.

In addition to the decisional aspects of recent activities of the Board, the Chairman reported that more cases were being scheduled for oral argument before the Board members in Washington than heretofore. He also reported that the Board was currently "exploring three basic areas of decision: (1) the extent to which the Board should assert its jurisdiction; (2) the standards to be followed in permitting severance of craft employees from established bargaining units; and (3) the extent to which restraints should be imposed on preelection campaign activity on company property."

## Text of the AFL-CIO No-Raiding Agreement

**EDITOR'S NOTE.**—The following is a reproduction, in part, of the text of the no-raiding agreement which was worked out in conference between committees representing the CIO and AFL. This agreement was ratified by the annual conventions of both organizations in the fall of 1953.

WHEREAS, the American Federation of Labor and the Congress of Industrial Organizations have each accepted the report and recommendations of the Joint Committee [appointed to explore the possibilities of organic unity between the two organizations] and have each recommended to the unions affiliated with it that they subscribe to this no-raiding Agreement, which shall be enforceable by and against any union signatory thereto; and

WHEREAS, the parties hereto accept these recommendations, recognizing that definite, tangible and valuable advantages will accrue to each of them through the elimination of raids on their established jurisdictions;

NOW, THEREFORE, the parties signatory hereto, in consideration of the matters set forth [above] and the mutual promises set forth below, do hereby agree as follows:

1. As used herein the term "federation" means the American Federation of Labor and the Congress of Industrial Organizations; the term "union" means any national or international union affiliated with either the American Federation of Labor or the Congress of Industrial Organizations which is signatory hereto and each of the federations; the term "local" means any local union, council, joint board, or other organization engaged in the representation of employees, which is a part of, subsidiary to or chartered by a union as herein defined, and also includes any Federal labor union, department, local industrial union, organizing committee or council engaged in the representation of employees which is chartered directly by either of the federations; the phrase "established bargaining relationship" means any situation in which a union or a local, as herein defined, either (a) has been recognized by the employer (which, for this purpose, shall include any governmental agency) as the collective bargaining representative for the employees involved for a period of one year or more, or (b) is certified by the National Labor Relations Board or other Federal or State agency having jurisdiction as the collective bargaining representative for the employees.

2. The American Federation of Labor and each union signatory hereto affiliated with it, and each of them, agrees that neither it nor any of its locals will, directly or indirectly, (a) organize or represent or attempt to organize or represent employees as to whom an established bargaining relationship exists with the Congress of Industrial Organizations or with any union which is signatory hereto affiliated with the Congress of Industrial Organizations (including any of the locals of such union); (b) seek to represent, or obtain the right to represent, such employees

or to disrupt the established bargaining relationship; or (c) engage in any cessation of work or refusal to transport, install or otherwise work on or with materials or any other form of concerted activity in support of an attempt to organize or represent such employees by a union other than the union which has the established bargaining relationship.

3. The Congress of Industrial Organizations and each union signatory hereto affiliated with it, and each of them, agrees that neither it nor any of its locals will, directly or indirectly, (a) organize or represent or attempt to organize or represent employees as to whom an established bargaining relationship exists with the American Federation of Labor or with any union which is signatory hereto affiliated with the American Federation of Labor (including any of the locals of such union); (b) seek to represent, or obtain the right to represent, such employees or to disrupt the established bargaining relationship; or (c) engage in any cessation of work or refusal to transport, install or otherwise work on or with materials or any other form of concerted activity in support of an attempt to organize or represent such employees by a union other than the union which has the established bargaining relationship.

4. Each of the parties signatory hereto agrees to file with the Secretary-Treasurer of the federation with which it is affiliated the name and address of a representative who is authorized to receive all complaints of violation of this Agreement. The Secretary-Treasurer of each federation shall transmit such names and addresses to the Secretary-Treasurer of the other contracting federation, who shall make distribution of such information to each of the unions signatory hereto affiliated with his federation. If any party shall fail to comply with this provision, the President of that organization shall be deemed to be such representative.

5. Each of the parties hereto agrees to settle all disputes which may arise in connection with this Agreement in accordance with the following procedure:

(a) Any union a party hereto which claims that any other union a party hereto (including any local of such a union) which is affiliated with the other federation has violated the provisions of this Agreement shall immediately notify in writing the representative of the union complained against designated in accordance with paragraph 4 of this Agreement, and shall also notify the Secretary-Treasurer of the federation with which that union is affiliated.

(b) The authorized representatives of the unions involved shall make every effort to settle the dispute.

(c) In the event the dispute is not settled within 15 days after the mailing of the notification provided for in paragraph (a), the Secretary-Treasurers of the federations, or their designated representatives, shall meet to attempt to achieve compliance with this Agreement.

(d) In the event that the authorized representatives of the unions involved are unable to settle the dispute within 15 days after the mailing of the notification provided for in paragraph (a), either union or the Secretary-Treasurer of either federation may, not earlier than 5 days thereafter, submit the dispute to the Impartial Umpire herein provided for.

(e) In any dispute submitted to him in accordance with the provisions of this paragraph, the Impartial Umpire shall have jurisdiction only to determine whether the acts complained of constitute a violation of this Agreement.

(f) A complaining union may withdraw its complaint of violation of this Agreement at any time prior to decision by the Impartial Umpire, in which event the pending proceeding shall terminate.

6. The parties hereto agree that the Impartial Umpire under this Agreement shall be jointly appointed by the President of the Congress of Industrial Organizations and the President of the American Federation of Labor. The Impartial Umpire shall decide any case referred to him within 30 days unless an extension of time is agreed to by the parties to the dispute or is requested by the Umpire and agreed to by the parties. The decision of the Impartial Umpire in any case referred or submitted to him under the terms of this Agreement shall be final and binding.

7. Each of the parties signatory hereto agrees that, in any case in which it is found that it, or any of its locals, has violated the provisions of this Agreement, it will cease such violation and will not, directly or indirectly, during the term of this Agreement, represent or seek to represent the employees involved, and that it will, in addition, take the following remedial action upon request of the complaining union:

(a) Any petition for representation rights filed with the National Labor Relations Board, or any other appropriate federal or state agency, will be immediately withdrawn.

(b) Any claims for recognition which may have been submitted to the employer will be withdrawn immediately.

8. Each union signatory hereto agrees to be bound by the provisions of this Agreement with respect only to such unions affiliated with the other federation as are then signatory hereto or which may thereafter become signatory hereto. The parties further agree that any party to this Agreement to whom they are so bound shall have the right to institute such actions or proceedings as may be necessary to compel compliance with the terms of this Agreement only after exhausting all of the steps provided herein.

9. (a) The American Federation of Labor and the Congress of Industrial Organizations agree that this Agreement will be submitted for approval to their respective conventions next forthcoming.

(b) All of the parties signatory hereto agree that this Agreement shall not become effective unless both of such conventions approve the Agreement and that, if so approved, the Agreement shall then become effective on January 1, 1954, as to all parties then signatory to it; the Agreement shall become effective with the respect to parties who become signatories to it subsequent to January 1, 1954, on the date of their signature.

(c) This Agreement shall not apply to disputes in which representation proceedings are pending before the National Labor Relations Board, or other appropriate federal or state agency, on January 1, 1954, and so long as such proceedings are pending. Both organizations will exercise their best efforts in the interim, to minimize such disputes.

10. This Agreement shall expire on December 31, 1955.



11. This Agreement, and its faithful observance is the first and essential step toward the achievement of organic unity between the American Federation of Labor and the Congress of Industrial Organizations, a goal to which both organizations wholeheartedly subscribe. It is the intention of both parties to continue their joint meetings in the endeavor to achieve this objective.

IN WITNESS WHEREOF, the parties hereto by the authorized representatives have hereunder set their hands and seals.

[Seal] (Place for signature)

AMERICAN FEDERATION OF LABOR

[Seal] (Place for signature)

CONGRESS OF INDUSTRIAL ORGANIZATIONS

## Earnings of Shoe Workers, March 1953

PRODUCTION WORKERS engaged in manufacturing major types of footwear in the United States averaged \$1.31 an hour in March 1953, exclusive of overtime and shift premiums. Earnings of individual workers varied widely, as might be expected in an industry in which incentive methods of wage payment are extensively used. For the middle 50 percent of the workers, earnings ranged from 95 cents to \$1.55 an hour; for nearly a third, they were less than \$1 and for a tenth, \$2 or more.<sup>1</sup>

The 1953 wage survey of the Bureau of Labor Statistics covered about 700 establishments employing 200,000 workers. Data were obtained from establishments employing a minimum of 21 workers and primarily engaged in producing any of 9 major types of footwear: men's Goodyear-welt dress, men's Goodyear-welt work, women's cement-process conventional-lasted, women's cement-process slip-lasted, women's Goodyear-welt, women's McKay (including Littleway), misses' and children's cement-process conventional-lasted, misses' and children's Goodyear-welt, and misses', children's, and infants' stitchdown.

Earnings levels were affected by the type of footwear produced. For example, in establishments producing misses' and children's cement shoes by the conventional-lasted method, hourly earnings were the lowest (\$1.13), whereas in establishments making women's cement-process shoes by the same method, the most important product

in terms of production and employment, earnings were highest (\$1.38). Workers engaged in making men's Goodyear-welt dress shoes, the second most important footwear product, averaged \$1.32 an hour.

Gross average hourly earnings of shoe workers increased approximately 10 cents between August 1951, the date of the Bureau's previous survey in 14 important shoe centers, and March 1953, the date of the current study.<sup>2</sup> Increases in occupational straight-time average hourly earnings showed considerable variation, as measured by a comparison of job averages for the 2 periods in the important areas producing women's cement-process, conventional-lasted shoes.<sup>3</sup> Increases for these workers, most of whom were paid on an incentive basis, typically ranged from 5 to 20 cents an hour. In jobs employing about 10 percent of the workers, average earnings increased by less than 5 cents an hour.

Women comprised the major segment of the plant labor force, accounting for about four-sevenths of the workers in the shoe industry. For the most part, women were engaged in the less skilled, lighter, and more repetitive tasks. Most of the men, on the other hand, were employed on the heavier and more skilled types of work. Hourly earnings of women averaged \$1.13, as contrasted with \$1.53 for men.

### Characteristics of the Industry

The shoe industry in the United States is comprised of more than 1,000 factories employing approximately 220,000 workers. It has an annual productive capacity of 600 million pairs of shoes. The production in 1952 of 509 million pairs of footwear (valued at over \$1.8 billion) was 8 percent above the 1951 output.<sup>4</sup> Although shoes are made by several different manufacturing processes, the manufacture of women's cement-process shoes by the conventional-lasted method and of men's shoes by the Goodyear-welt method account for nearly two-thirds of the total production.

<sup>1</sup> A detailed report will be published in a forthcoming bulletin.

<sup>2</sup> Based on estimates presented in the Hours and Earnings series prepared monthly by the Bureau.

<sup>3</sup> For August 1951 survey data, see Monthly Labor Review, February 1952 (p. 172).

<sup>4</sup> Facts for Industry, Shoes and Slippers, December 1953. Bureau of the Census, U. S. Department of Commerce, Washington.



The type of shoe refers basically to the means by which the outsole is attached to the upper of the shoe. For example, in the Goodyear-welt shoe, the outsole is sewed to a welt with a lock-stitch seam. In the cement process, however, cement rather than stitching is used to make the sole attachment.

Although there is considerable diversification of products in the industry, there has been some tendency toward regional specialization by type and class of shoe. For example, New England has traditionally been strongest in the men's and women's categories; its production of youths' and boys', misses' and children's, and infants' and babies' types of shoes comprises only a small part of the industry's total output.<sup>4</sup>

Style is also an important factor, particularly in women's shoes, since it affects the size of the stock that must be kept on hand. Furthermore, style has a bearing on the seasonality of production which has been a major factor in creating surplus capacity.<sup>5</sup>

The basic wage incentive system used by nearly all establishments in the footwear industry is a piece-rate plan under which a flat rate on each operation is paid for each piece of work completed. All operations, however, are not placed under the piece-rate plan. In March 1953, 7 of every 10 production workers were paid on an incentive basis. All of the selected plant occupations studied—except maintenance mechanics, janitors, crowners (inspectors), and floor boys or girls—were on an incentive basis.

Collective bargaining has a long history in the shoe industry. It is estimated that between 50 and 60 percent of the workers were covered by the terms of labor-management agreements at the time of the wage survey. The two major unions in the industry are the United Shoe Workers of America (CIO) and the Boot and Shoe Workers (AFL). Nonaffiliated unions also have representation in the industry.

The industry is primarily concentrated in four

<sup>4</sup> Monthly Review of the Federal Reserve Bank of Boston, November 1948.

TABLE 1.—Percent distribution of production workers in footwear manufacturing establishments by average straight-time hourly earnings,<sup>1</sup> United States and selected regions, March 1953

Average hourly earnings (in cents) <sup>2</sup>	United States			New England	Middle Atlantic	Border States	South-east	Great Lakes	Middle West	South-west	Pacific
	All workers	Men	Women								
Under 75.....	0.2	0.2	0.3	0.1	0.1	0.1	0.1	0.5	0.6	0.6	0.5
75 and under 80.....	7.6	4.1	10.2	8.9	7.3	13.8	11.1	5.6	9.7	21.9	6.5
80 and under 85.....	5.4	2.7	7.5	4.4	8.6	9.0	2.2	4.0	5.6	8.6	6.0
85 and under 90.....	5.8	3.4	7.7	6.1	6.1	8.4	2.6	5.5	5.9	6.2	2.9
90 and under 95.....	6.3	3.7	8.2	7.3	6.0	6.9	2.9	5.9	5.9	7.0	3.9
95 and under 100.....	4.4	2.5	6.9	4.0	4.2	7.5	3.1	4.7	4.8	7.1	6.6
100 and under 105.....	6.2	4.7	7.3	5.4	6.3	7.7	4.3	6.7	7.2	5.9	7.1
105 and under 110.....	5.0	3.4	6.2	4.5	4.0	8.6	7.0	5.4	5.1	5.1	1.1
110 and under 115.....	4.9	3.5	6.0	4.5	3.6	8.5	10.6	5.3	5.0	4.9	8.4
115 and under 120.....	4.6	3.3	5.6	3.8	3.7	4.3	9.9	5.6	4.5	6.3	2.6
120 and under 125.....	4.1	3.2	4.9	3.7	3.5	4.4	8.9	4.7	4.0	3.2	4.5
125 and under 130.....	4.4	4.2	4.6	3.8	4.0	4.4	6.7	5.0	4.5	5.6	4.3
130 and under 135.....	3.8	3.7	3.8	3.5	3.0	3.0	7.3	4.2	4.1	3.8	3.5
135 and under 140.....	3.4	3.5	3.5	3.3	2.7	3.2	4.4	3.9	3.5	1.9	5.5
140 and under 145.....	3.0	3.1	2.9	2.9	2.6	2.0	3.8	3.5	3.3	1.7	2.9
145 and under 150.....	2.9	3.5	2.5	3.0	2.6	2.0	2.8	3.2	3.0	1.6	2.3
150 and under 155.....	2.9	3.8	2.3	3.3	2.5	1.3	2.7	3.3	2.8	1.2	4.8
155 and under 160.....	2.5	3.4	1.8	2.8	2.0	1.8	2.8	2.7	2.3	1.3	2.4
160 and under 165.....	2.3	3.4	1.5	2.5	2.1	1.6	1.7	2.5	2.3	1.0	5.1
165 and under 170.....	2.0	2.9	1.3	2.3	1.6	.7	1.3	2.0	2.2	1.2	2.4
170 and under 175.....	1.9	2.8	1.1	2.3	1.8	.7	.5	1.9	1.7	.8	1.8
175 and under 180.....	1.8	2.8	.9	2.1	1.6	.6	.5	1.8	1.6	.7	3.3
180 and under 185.....	1.5	2.6	.7	1.8	1.4	.5	.7	1.7	1.4	.9	1.5
185 and under 190.....	1.4	2.4	.6	1.8	1.3	.3	.5	1.4	1.3	.6	2.8
190 and under 195.....	1.3	2.4	.5	1.6	1.3	.4	.4	1.3	1.2	.2	2.9
195 and under 200.....	1.2	2.2	.4	1.5	1.3	.2	.2	1.1	.9	.2	1.8
200 and under 210.....	2.1	4.0	.7	2.6	2.3	.3	.7	2.0	2.0	.2	5.0
210 and under 220.....	1.6	3.2	.4	2.1	1.9	.5	.2	1.5	1.2	.1	3.8
220 and under 230.....	1.3	2.6	.2	1.7	1.7	.1	.1	1.0	.7	.6	2.9
230 and under 240.....	1.0	2.0	.2	1.3	1.6	.1	.1	.7	.4	.1	2.1
240 and under 250.....	.8	1.6	.1	1.1	1.3	(?)	.1	.5	.3	(?)	1.6
250 and over.....	2.4	5.2	.3	3.0	6.0	.1	(?)	.9	.7	.1	4.8
Total.....	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Number of workers.....	177,837	77,408	100,429	62,171	30,271	7,368	7,150	34,830	30,273	4,071	1,705
Average hourly earnings <sup>1</sup> .....	\$1.31	\$1.53	\$1.13	\$1.37	\$1.37	\$1.08	\$1.19	\$1.29	\$1.24	\$1.06	\$1.55

<sup>1</sup> Excludes premium pay for overtime and night work.

<sup>2</sup> Less than 0.05 percent.

regions: <sup>6</sup> 35 percent of the shoe workers surveyed were located in New England, 20 percent in the Great Lakes, and 17 percent each in the Middle Atlantic and Middle West regions. In each of the other four regions studied, the number of production workers accounted for less than 5 percent of the total employment in the industry.

Employment in individual establishments varied from 21 to 2,500 workers. Seven-tenths of the 700 establishments studied, however, had from 101

to 500 workers; few employed more than 1,000 workers. Two-fifths of these establishments were located in communities of 100,000 and over and a third in areas having less than 25,000 population.

### Earnings Variations

Hourly earnings of production workers in March 1953 varied widely: 8 percent earned less than 80 cents; 22 percent, between 80 cents and \$1; and nearly 10 percent, \$2 or more (table 1). The middle 50 percent of the workers, however, had earnings ranging from 95 cents to \$1.55 an hour. The earnings interval 75 to 80 cents an hour had the largest concentration of production workers (7.6 percent). This group of workers accounted for about 10 percent of the women and 4 percent of the men, all of whom received hourly pay at or

TABLE 2.—Average straight-time hourly earnings<sup>1</sup> of production workers in selected occupations in footwear manufacturing establishments, by major types of shoes, United States, March 1953

Occupation and sex	Men's Goodyear welt shoes		Women's shoes				Misses' and children's shoes		
	Dress	Work	Goodyear welt	Cement process		McKay (including Littleway)	Goodyear welt	Cement process, conventional lasted	Stitch-down <sup>2</sup>
				Conventional lasted	Slip-lasted				
All production workers.....	\$1.32	\$1.29	\$1.19	\$1.38	\$1.27	\$1.20	\$1.25	\$1.13	\$1.20
<b>Men</b>									
Assemblers for pullover, machine.....	1.66	1.48	1.46	1.84	( <sup>3</sup> )	1.64	1.49	1.62	1.34
Bed-machine operators.....	1.74	1.74	1.62	1.91	( <sup>3</sup> )	1.61	1.64	1.43	( <sup>3</sup> )
Crowners (inspectors).....	1.32	1.26	1.24	1.37	1.23	1.22	1.17	( <sup>3</sup> )	( <sup>3</sup> )
Cutters, vamp and whole shoe, hand.....	2.01	( <sup>3</sup> )	1.67	2.07	2.00	1.54	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )
Cutters, vamp and whole shoe, machine.....	1.92	1.77	1.73	1.87	1.85	1.87	1.81	1.59	1.67
Edge trimmers, machine.....	2.02	1.82	1.78	2.04	1.76	1.78	1.94	1.63	1.74
Fancy stitchers.....	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	2.30	1.73	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	1.65
Floor boys.....	.98	.99	1.00	1.04	.99	.95	.87	.93	.95
Goodyear stitchers.....	1.74	1.73	1.54	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	1.66	( <sup>3</sup> )	1.62
Heel-seat lasters.....	1.65	1.47	( <sup>3</sup> )	1.61	( <sup>3</sup> )	1.34	1.56	1.42	1.38
Janitors.....	.98	.98	.96	.95	1.08	.89	.95	.86	.96
Littleway stitchers.....	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	1.73	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )
McKay stitchers.....	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	1.56	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )
Mechanics, maintenance.....	1.63	1.53	1.44	1.81	1.78	1.58	1.84	1.41	1.45
Platform-cover lasters.....	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	1.86	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )
Platform-cover stitchers.....	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	2.18	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )
Side lasters, machine.....	1.68	1.76	1.64	1.98	1.75	1.68	1.68	1.55	( <sup>3</sup> )
Sole attachers, cement process.....	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	1.84	1.54	( <sup>3</sup> )	( <sup>3</sup> )	1.40	( <sup>3</sup> )
Thread lasters.....	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	1.74
Toe formers.....	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	1.48
Top stitchers.....	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	1.98	1.95	( <sup>3</sup> )	1.82	( <sup>3</sup> )	1.80
Trees.....	1.08	1.65	1.47	1.73	( <sup>3</sup> )	1.43	1.74	1.60	1.36
Vampers.....	1.72	1.59	( <sup>3</sup> )	1.95	( <sup>3</sup> )	( <sup>3</sup> )	1.92	( <sup>3</sup> )	( <sup>3</sup> )
Wood-heel-seat fitters, hand.....	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	1.89	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )
Wood-heel-seat fitters, machine.....	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	1.71	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )
<b>Women</b>									
Assemblers for pullover, machine.....	1.33	( <sup>3</sup> )	1.14	1.41	( <sup>3</sup> )	( <sup>3</sup> )	1.17	1.09	( <sup>3</sup> )
Crowners (inspectors).....	1.09	1.10	1.08	1.06	.93	.92	1.05	.92	1.03
Cutters, vamp and whole shoe, hand.....	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	1.42	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )
Cutters, vamp and whole shoe, machine.....	1.45	1.49	1.30	1.45	1.45	( <sup>3</sup> )	( <sup>3</sup> )	1.31	1.22
Fancy stitchers.....	1.23	1.14	1.16	1.29	1.18	1.09	1.21	1.14	1.15
Floor girls.....	1.06	1.00	1.00	1.06	1.07	.96	.95	.95	.96
Pasters, backers, or fitters, upper, hand.....	1.05	.97	1.00	1.09	.98	1.04	1.02	.93	1.06
Platform-cover stitchers.....	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	1.40	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )
Sock-lining stitchers.....	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	1.38	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )
Sole attachers, cement process.....	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	1.28	1.32	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )
Top stitchers.....	1.26	1.21	1.16	1.38	1.22	1.25	1.27	1.25	1.17
Trees.....	1.25	1.16	1.22	1.26	1.18	1.17	1.11	1.01	1.20
Vampers.....	1.55	1.30	1.18	1.35	1.43	1.27	1.26	1.21	1.23

<sup>1</sup> Excludes premium pay for overtime and night work.

<sup>2</sup> Includes infants' stitchdown shoes.

<sup>3</sup> Insufficient data to justify presentation of an average.

only slightly above the Federal 75-cent minimum wage.

Earnings of men exceeded those of women by 40 cents an hour, \$1.53 compared with \$1.13. In March 1953, two-fifths of the women and a sixth of the men earned less than \$1 an hour. Earnings of \$2 or more were received by nearly 20 percent of the men and by about 2 percent of the women.

Among the production-worker occupations selected for study, average hourly earnings of men varied from 86 cents for janitors in the branch manufacturing misses' and children's cement-process shoes by the conventional-last method to \$2.30 for fancy stitchers producing women's shoes by the same method (table 2). Men edge trimmers were among the highest paid workers in the industry; their earnings, on the average, ranged from \$1.63 in the misses' and children's cement branch to \$2.04 in the women's shoes conventional-last cement-process branch. Earnings of machine cutters—a skilled group and numerically the most important men's occupation

studied—averaged from \$1.59 in plants producing misses' and children's conventional-last cement-process shoes to \$1.92 in men's Goodyear-welt dress shoe plants. Janitors and floor boys—the lowest paid men among the selected occupations—had average earnings ranging by type of shoe from 86 cents to \$1.04.

The majority of women in the shoe industry were employed as sewing machine operators. Among this group, hourly earnings of fancy stitchers, the most important numerically of the women's selected jobs studied, ranged from \$1.09 in the manufacture of women's McKay shoes to \$1.29 in women's conventional-last cement-process shoes (table 2). Top stitchers, the second largest group, averaged from \$1.16 an hour in women's Goodyear-welt plants to \$1.38 in women's conventional cement-process plants. Earnings of vampers, a skilled sewing job employing a substantial number of women, varied from \$1.18 an hour in the women's Goodyear-welt branch to \$1.43 in the women's slip-last cement branch.

TABLE 3.—Percent distribution of all production workers in footwear manufacturing establishments by average straight-time hourly earnings,<sup>1</sup> United States, by major types of shoes, March 1953

Average hourly earnings (in cents)	Men's Goodyear welt shoes			Women's shoes				Misses' and children's shoes		
	All types			Goodyear welt	Cement process		McKay (including Littleway)	Goodyear welt	Cement process, conven- tional lasted	Stitch- down <sup>2</sup>
		Dress	Work		Conven- tional lasted	Slip-last				
Under 75.....	0.2	0.2	0.2	0.2	0.3	0.1	0.1	( <sup>3</sup> )	0.4	0.5
75 and under 80.....	7.6	6.6	4.8	10.9	6.4	9.6	10.8	8.7	15.5	7.7
80 and under 85.....	5.4	3.1	4.7	6.8	5.0	5.3	7.5	8.6	8.7	9.5
85 and under 90.....	5.8	5.2	6.1	5.3	5.3	6.7	7.0	8.0	6.9	6.6
90 and under 95.....	6.3	7.1	6.7	5.6	5.5	6.4	5.7	7.2	6.9	7.3
95 and under 100.....	4.4	4.3	4.2	5.1	3.9	4.5	6.2	5.1	6.2	4.9
100 and under 105.....	6.2	6.0	8.8	8.2	5.4	6.7	5.6	5.9	6.0	8.2
105 and under 110.....	5.0	5.7	5.0	5.8	4.3	4.5	7.3	3.9	4.8	5.1
110 and under 115.....	4.9	5.1	6.2	4.9	4.0	5.1	5.1	4.2	5.3	5.3
115 and under 120.....	4.6	4.8	4.0	4.5	4.4	5.2	4.5	3.9	4.5	4.8
120 and under 125.....	4.1	4.9	4.5	4.1	3.6	4.4	5.1	3.1	3.8	4.0
125 and under 130.....	4.4	4.3	5.5	4.5	4.4	4.7	4.3	4.3	4.3	4.3
130 and under 135.....	3.8	4.3	4.3	3.9	3.5	3.7	3.5	3.1	4.4	3.4
135 and under 140.....	3.4	3.7	4.0	4.2	3.4	3.0	2.7	2.7	2.8	3.4
140 and under 145.....	3.0	3.2	3.3	2.9	3.2	2.8	2.4	2.7	2.1	2.9
145 and under 150.....	2.9	3.1	2.9	2.9	3.1	2.4	2.3	3.2	2.1	2.6
150 and under 155.....	2.9	3.2	3.3	2.4	3.0	3.2	2.1	2.5	1.9	2.9
155 and under 160.....	2.5	2.7	2.8	2.4	2.5	2.1	2.1	3.0	1.8	2.2
160 and under 165.....	2.3	2.3	2.3	2.0	2.6	2.0	2.1	2.6	1.7	1.8
165 and under 170.....	2.0	2.0	2.3	1.9	2.2	1.8	1.7	1.6	1.5	1.4
170 and under 175.....	1.9	2.0	1.5	1.5	2.2	1.4	1.5	1.4	1.4	1.3
175 and under 180.....	1.8	1.8	1.8	1.6	2.1	1.5	1.2	1.6	1.0	1.3
180 and under 185.....	1.5	1.9	1.4	1.2	1.8	.9	1.2	1.2	.6	1.1
185 and under 190.....	1.4	1.6	1.4	1.4	1.7	1.0	1.3	1.3	.9	1.0
190 and under 195.....	1.3	1.4	1.4	1.0	1.5	1.2	1.2	1.3	.7	1.0
195 and under 200.....	1.2	1.3	1.0	.6	1.3	1.0	.9	1.2	.7	1.0
200 and under 210.....	2.1	2.1	1.8	1.2	2.7	2.1	1.2	1.9	1.0	1.3
210 and under 220.....	1.6	1.7	1.0	1.2	2.0	1.6	1.2	1.3	.7	1.1
220 and under 230.....	1.3	1.3	1.1	.5	1.8	1.1	.5	.9	.4	.5
230 and under 240.....	1.0	1.0	.7	.3	1.4	1.0	.4	.7	.2	.4
240 and under 250.....	.8	.7	.5	.1	1.1	.7	.4	.6	.3	.4
250 and over.....	2.4	2.1	1.4	.4	3.8	2.3	1.0	2.3	.5	.8
Total.....	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Number of workers.....	177,837	42,488	6,487	9,409	66,161	17,766	8,602	8,701	5,096	12,627
Average hourly earnings <sup>1</sup> .....	\$1.31	\$1.32	\$1.29	\$1.19	\$1.38	\$1.27	\$1.20	\$1.25	\$1.13	\$1.20

<sup>1</sup> Excludes premium pay for overtime and night work.

<sup>2</sup> Includes data for infants' stitchdown shoes.

<sup>3</sup> Less than 9.05 percent.

Substantial numbers of women were also employed in such less skilled jobs as pasters, backers, or fitters, and as floor girls. Earnings in these occupations were generally the lowest among the women's jobs studied, ranging by type of shoe from 95 cents to \$1.09 and to \$1.07, respectively.

Women accounted for about 10 percent of the machine cutters, typically a man's occupation. Their average earnings, by type of shoe, ranged from \$1.22 to \$1.49 an hour and were the highest among the women's jobs studied.

By type of shoe manufactured, wage levels of production workers varied from \$1.13 in plants primarily making misses' and children's cement-process shoes (conventional-lasting) to \$1.38 in plants producing women's shoes made by the same process (table 3). Relatively high wage levels were also recorded for workers engaged in producing Goodyear-welt shoes: \$1.32 for men's dress, \$1.29 for men's work, \$1.25 for misses' and children's shoes, and \$1.19 for women's shoes. Workers producing other major types of shoes averaged \$1.27 for women's cement-process shoes (slip-lasting) and \$1.20 for women's McKay and for misses', children's, and infants' stitchdown shoes.

### Minimum Rate Policies

Minimum entrance and minimum job rates relate to established plant policies regarding the lowest rates paid to inexperienced and experienced workers (exclusive of watchmen), respectively. In many instances, advancement from the entrance rate to the job rate involves either a formal period of training or a progression of rates based on length of service or merit rating. Many plants, however, had no intervening steps between the minimum entrance and job rates reported, both rates being identical.

A 75-cent entrance rate policy was reported by establishments employing four-fifths of the production workers studied in the footwear industry. On a regional basis, this minimum prevailed for establishments having about four-fifths of the workers in New England, a half in the Middle Atlantic States, seven-tenths in the Great Lakes, and substantially all workers in each of the other regions.

A 75-cent minimum job rate for experienced workers was reported by establishments employing nearly half of the production workers in the foot-

wear industry. The Pacific Coast was the only region in which higher minimum job rates were reported by plants employing a majority of the workers, about 85 percent of the workers being employed in plants with a 90-cent minimum. In the other regions, establishments with a 75-cent minimum job-rate policy employed from about 40 percent of the workers in the Great Lakes region to almost 95 percent in the Southeast. Shoe firms with about two-fifths of the production workers had minimum job rates of from 80 to 95 cents.

### Related Wage Practices

A 40-hour week in March 1953 was typical for first-shift production workers in footwear establishments employing 95 percent of both men and women workers. Late-shift work is uncommon in the shoe industry.

Paid holiday provisions were common. Production workers generally received from 3 to 7 days a year. Six paid holidays were typical and applied to two-thirds of the plant labor force. Paid holiday provisions were more liberal for office workers, three-fifths of whom benefited from 6 paid holidays and another fourth, from 7 to 10 days a year.

Paid vacations were provided for virtually all workers in the shoe industry. One week's vacation after 1 year's service was a policy of establishments employing nine-tenths of the production workers. Vacation provisions were more liberal for office workers, two-thirds receiving 1 week and the other third, 2 weeks after 1 year of employment. A 2-week vacation after 5 years' service was applicable to seven-tenths of the production workers and three-fourths of the office workers.

Insurance or pension plans, financed in whole or in part by the employer, were in effect in footwear establishments employing approximately 80 percent of the workers in the industry. Approximately 50 percent of the shoe workers were covered by life insurance and over 65 percent by hospitalization plans; about 40 percent benefited from surgical plans and sickness and accident insurance. Retirement plans are relatively new to the footwear industry. By March 1953, such plans had been put into effect by shoe plants with slightly less than 10 percent of the total employment in the industry.

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## Earnings in Ferrous Foundries, Mid-1953

HOURLY EARNINGS, averaged \$2 or more for molders, coremakers, and patternmakers in most of the 20 areas in which the Bureau of Labor Statistics conducted occupational wage surveys in the ferrous foundry industry during the summer months of 1953.<sup>1</sup> Highest averages for the 8 jobs studied were distributed among 7 labor markets, with highs for patternmakers (\$2.79) and laborers (\$1.75) found in the San Francisco Bay area. Averages in Detroit ranked among the three highest for most of the jobs.

Pay levels for the occupations included in the current surveys were generally from 5 to 20 percent higher than those recorded in similar studies conducted 2 years earlier.<sup>2</sup> Nearly half the area job averages had increased by 10 to 15 percent, a third were less than 10 percent higher, and the remainder had advanced by more than 15 percent. Unskilled jobs showed the greatest increases measured percentage-wise. Average pay levels for laborers, for example, had increased by more than 15 percent in 5 of 13 areas permitting comparison; among the same areas, averages for machine molders had increased by a similar amount in only one area. However, machine molders more than maintained their cents-per-hour advantage in wages over laborers.

More than 220,000 of the Nation's production workers were engaged in the manufacture of gray-

iron, malleable-iron, and steel castings at the time of these surveys. A third of this employment was concentrated in the 20 labor-market areas covered by the Bureau. The production work force in the industry in each area was composed almost entirely of men. Women, who accounted for less than 2 percent of the total employment, were primarily employed in specialized core-room jobs and were excluded from the study. Labor-management contracts covered a majority of the production workers in each area. The lowest proportions—less than four-fifths—were recorded in Birmingham, Hartford, Milwaukee, and Portland (Oreg.).

A majority of the workers in nearly all areas were paid hourly rates. Slightly more than half the workers in Buffalo and Cleveland were employed under incentive systems of wage payment. In eight other cities—Chicago, Cincinnati, Detroit, Hartford, Houston, Milwaukee, Philadelphia, and St. Louis—the proportion of incentive workers ranged from 30 to 45 percent. Among the occupations studied, incentive pay was most common in machine-molding work.

### Occupational Earnings

Wood patternmakers were the highest paid among the workers studied. Averages for this job generally exceeded \$2 an hour and amounted to

<sup>1</sup> These studies were limited to independent foundries, employing 21 or more workers, primarily engaged in manufacturing gray-iron, malleable-iron, and steel castings.

<sup>2</sup> See Earnings in Ferrous Foundries, June 1951, Monthly Labor Review, December 1951 (p. 702).

TABLE 1.—Straight-time average hourly earnings<sup>1</sup> for men in selected occupations in ferrous foundries in 20 areas, 1953

Area	Payroll period (1953)	Chippers and grinders	Core-makers, hand	Laborers, material-handling	Molders, floor	Molders, bench	Molders, machine	Pattern-makers, wood	Shakeout men
Birmingham	June	\$1.13	\$1.43	\$2.92	\$1.43	( <sup>2</sup> )	\$1.52	( <sup>2</sup> )	\$1.16
Boston	June	1.48	1.97	1.96	1.96	\$1.96	2.03	\$2.04	1.53
Buffalo	June	2.06	2.14	( <sup>2</sup> ) 1.66	2.13	1.92	2.41	2.24	1.90
Chicago	July	1.87	2.18	1.56	2.10	2.07	2.21	2.46	1.72
Cincinnati	July	1.59	2.19	1.47	2.22	1.98	2.42	( <sup>2</sup> )	1.57
Cleveland	July	1.95	2.20	1.53	2.13	2.08	2.15	2.60	1.80
Denver	July	1.49	1.81	( <sup>2</sup> ) 1.81	1.81	( <sup>2</sup> )	1.79	( <sup>2</sup> )	1.49
Detroit	July	2.09	2.32	1.72	2.26	2.21	2.26	( <sup>2</sup> )	1.92
Hartford	June	1.76	1.84	1.34	2.28	1.98	2.26	2.22	1.51
Houston	June	1.45	1.88	( <sup>2</sup> )	1.95	( <sup>2</sup> )	2.02	( <sup>2</sup> )	1.45
Los Angeles	July	1.64	2.04	1.46	2.16	2.02	2.42	2.66	1.54
Milwaukee	July	1.99	2.26	1.52	2.26	1.97	2.41	2.07	1.69
Minneapolis-St. Paul	July	1.69	1.94	1.56	1.95	1.93	2.05	( <sup>2</sup> )	1.76
Newark-Jersey City	June	1.56	2.01	1.50	2.17	2.23	2.40	( <sup>2</sup> )	1.67
New York	August	1.54	2.00	( <sup>2</sup> )	2.02	2.00	1.96	( <sup>2</sup> )	1.52
Philadelphia	June	2.12	2.43	1.53	2.13	2.11	2.27	( <sup>2</sup> )	1.56
Pittsburgh	June	1.86	2.19	1.47	2.02	1.99	2.05	2.32	1.63
Portland, Oreg.	June	1.86	2.17	1.72	2.16	2.16	2.15	2.70	1.72
St. Louis	June	2.17	2.28	1.44	2.11	2.00	2.13	2.36	1.58
San Francisco-Oakland	September	1.90	2.24	1.75	2.25	( <sup>2</sup> )	2.21	2.79	1.85

<sup>1</sup> Excludes premium pay for overtime and nightwork.

<sup>2</sup> Insufficient data to justify presentation of an average.

\$2.60 or more in Cleveland, Los Angeles, Portland (Oreg.), and the San Francisco Bay area (table 1).

Workers performing molding operations were classified in three groups: Machine molders, bench molders, and floor molders. Machine molding involves the use of one of several types of machines used to compact sand in the molds or to facilitate turning of mold sections. Bench and floor molding refer to hand processes, small or medium-size molds usually being prepared on a bench whereas large molds or mold sections are constructed on the floor. Machine molders, numerically more important than hand molders, were generally paid on an incentive basis, whereas most floor and bench molders were paid on a time basis.

Machine molders averaged about \$2.40 an hour in Buffalo, Cincinnati, Los Angeles, Milwaukee, and Newark-Jersey City; averages below \$2 were recorded in only 3 areas: New York City (\$1.96), Denver (\$1.79), and Birmingham (\$1.52). Although relative pay positions were by no means consistent in all areas, machine molders generally averaged somewhat higher pay than floor molders, and the latter group typically earned a few cents per hour more than bench molders. Hand core-makers, a majority of whom were paid on an

hourly rate basis, averaged \$2 or more in 14 of the 20 areas or about the same as floor molders.

Material-handling laborers averaged \$1.72 to \$1.75 in Detroit, Portland (Oreg.), and San Francisco-Oakland, \$1.66 in Buffalo, and \$1.56 or less in the other areas. Averages for shakeout men and chippers and grinders usually fell between those of laborers and bench molders, with chippers and grinders averaging more than shakeout men in about three-fourths of the areas.

### Related Wage Practices

Most of the foundries scheduled a 40-hour workweek at the time these studies were made. Although work schedules of 44 hours or more were found in some foundries in most of the areas, such schedules applied to as many as a fourth of the workers in only 5 areas. Extra-shift operations were reported in nearly all of the areas. The proportion of the total work force employed on second shifts exceeded a tenth in 14 areas but as many as a fifth were reported on second shifts in only a few of these areas. Nearly all workers on nightwork received differential payments, usually expressed as a cents-per-hour addition to

TABLE 2.—Percent of production (plant) workers employed in ferrous foundries with formal provisions for selected supplementary wage benefits,<sup>1</sup> 20 areas, 1953

Area	Paid vacations <sup>1</sup>				Paid holidays <sup>2</sup>				Insurance and pension plans <sup>4</sup>						
	Total with provisions	Time payment			Percentage payment <sup>3</sup>	Total	Less than 6 days	6 days	7 or more days	Life insurance	Accidental death and dismemberment	Sickness and accident	Hospitalization	Surgical insurance	Retirement pension
		1 week after 1 year's service	1 week after 5 years' service	2 weeks after 5 years' service											
Birmingham.....	75	20	8	12	55	71	46	25	12	12	12	12	12	12	12
Boston.....	100	94	8	86	6	100	8	58	34	40	6	11	11	11	6
Buffalo.....	95	74	5	74	21	100	5	95	95	64	85	85	85	85	58
Chicago.....	100	95	95	95	5	100	27	73	100	84	78	95	81	81	45
Cincinnati.....	100	82	82	82	18	100	100	100	100	24	87	100	94	94	43
Cleveland.....	100	85	85	85	15	100	100	100	91	26	85	47	40	40	40
Denver.....	100	100	100	100	100	100	100	100	80	53	53	69	69	69	43
Detroit.....	100	28	36	64	86	86	86	86	94	52	92	97	100	100	40
Hartford.....	100	74	100	100	100	100	100	100	84	69	97	100	84	84	36
Houston.....	97	97	41	41	97	97	5	92	73	18	50	50	50	50	14
Los Angeles.....	100	100	5	95	95	91	91	91	91	70	28	82	82	82	42
Milwaukee.....	100	52	2	50	48	88	88	88	91	67	87	89	89	89	14
Minneapolis-St. Paul.....	100	83	83	17	100	100	100	100	81	52	52	48	48	48	14
Newark-Jersey City.....	100	100	94	100	100	100	16	84	80	12	12	81	78	10	10
New York.....	100	100	25	75	100	100	25	75	25	100	100	100	25	25	59
Philadelphia.....	100	42	2	40	88	89	75	14	86	48	72	94	94	94	59
Pittsburgh.....	100	93	1	92	6	91	91	91	96	48	97	95	92	82	49
Portland (Oreg.).....	100	100	100	100	100	100	48	52	100	100	52	100	100	100	49
St. Louis.....	100	40	40	60	100	100	95	5	100	98	79	96	97	97	72
San Francisco-Oakland.....	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100

<sup>1</sup> Based on predominant provisions in reporting establishments.

<sup>2</sup> Paid vacation benefits are tabulated according to the two most common methods employed in determining payments: (a) Regular pay for a specified period of time (1 or 2 weeks), and (b) percent of annual earnings. Assuming a full year's employment, benefits computed on the basis of 2 and 4 percent of annual earnings are roughly equivalent to regular pay of 1 and 2 weeks, respectively. "Total" columns include data for provisions in addition to those shown separately, if any.

<sup>3</sup> Paid holiday provisions are limited to full days.

<sup>4</sup> Insurance and pension plans tabulated are limited to those for which at least a part of the cost is borne by the employer and, in addition, exclude plans required by law.

<sup>5</sup> Predominantly 2 percent after 1 year's service, and 4 percent after 5 years' service.

<sup>6</sup> Over 1 but less than 2 weeks.

day rates. Differentials of 5 cents an hour were most commonly reported for second-shift work. Comparatively few workers were employed on a third shift.

Vacations with pay and paid holidays were provided to all or most foundry workers in each area (table 2). Vacation benefits were generally based on the worker's regular earnings for a specified length of time in all except 4 areas. Plans of this type almost always provided a week's regular pay after a year of service and 2 weeks after 5 years' service. Provisions for vacation payments of 3 weeks after 15 years' service applied to a majority of the workers in 4 of the areas. In several areas, vacation pay was commonly based on the employee's annual earnings. Such arrangements covered a majority of the workers in Birmingham, Detroit, Philadelphia, and St. Louis. Benefits under these plans nearly always amounted to 2 percent of annual earnings after a year of service and 4 percent after 5 years.

Six paid holidays a year were granted to a majority of the workers in all areas except Birmingham, where 3 days were most prevalent, and Newark-Jersey City, New York, Portland (Oreg.), and San Francisco-Oakland, in which 7 days or more were typically provided.

Insurance benefits of one or more types (other than those required by law), for which at least a part of the cost was paid by the employer, were widespread in most of the areas studied. Among these, life insurance benefits were most common, applying to three-fourths or more of the workers in all areas except Birmingham, Boston, and New York. Hospitalization insurance benefits were available to most of the workers in all except a few areas. Monetary payments in the event of loss of pay through accident or sickness were also provided a majority of the workers in about two-thirds of the areas.

Pension benefits exceeding those provided under social security were available to a majority of the workers only in Buffalo, Philadelphia, Pittsburgh, and St. Louis. Such pension benefits were available to nearly half the production workers in five other areas and to smaller proportions in some of the remaining areas studied.

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## Earnings in the Work-Clothing Industry, July 1953

PRODUCTION EMPLOYEES in the Nation's work-clothing industry averaged 96 cents an hour in July 1953, nearly 25 percent more than the average recorded in a similar study conducted by the Bureau of Labor Statistics 4 years earlier.<sup>1</sup> Women constituted seven-eighths of the total production work force. They earned 94 cents an hour, whereas men averaged \$1.15. Earnings levels among the different branches of the industry ranged from 92 cents an hour in the manufacture of work pants and work shirts to \$1.07 in the washable-service-apparel branch. In establishments manufacturing overalls—the largest branch of the industry—the average was 98 cents an hour. Regionally,<sup>2</sup> straight-time hourly earnings were highest on the Pacific Coast (\$1.28). Hourly earnings in the southern regions, where nearly 70 percent of the industry employment is concentrated, averaged 88 cents in the Southeast, 91 cents in the Southwest, and 93 cents in the Border States. (See table 1.)

Manufacturers of overalls accounted for slightly more than half of the 66,000 production and related workers covered by the Bureau's study. The proportions employed in work-pants and work-shirt establishments were roughly 30 and 15 percent, respectively. The Southeast accounted for large segments of the employment in these three industry branches, ranging from two-fifths in both overalls and work pants to three-fifths in work shirts. The manufacture of washable service apparel (hospital, professional, barber, and other service-type garments) accounted for only about 5 percent of the total industry employment. This

<sup>1</sup> The current study included all establishments with 21 or more workers primarily engaged in manufacturing work pants, work shirts, washable service apparel, and overalls and other industrial garments. For results of the earlier study, see *Cotton-Garment Industries: Wage Structure*, August 1949, Monthly Labor Review, March 1950 (p. 293).

<sup>2</sup> The regions used in this study include: *New England*—Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island, and Vermont; *Middle Atlantic*—New Jersey, New York, and Pennsylvania; *Border*—Delaware, District of Columbia, Kentucky, Maryland, Virginia, and West Virginia; *Southeast*—Alabama, Florida, Georgia, Mississippi, North Carolina, South Carolina, and Tennessee; *Great Lakes*—Illinois, Indiana, Michigan, Minnesota, Ohio, and Wisconsin; *Middle West*—Iowa, Kansas, Missouri, Nebraska, North Dakota, and South Dakota; *Southwest*—Arkansas, Louisiana, Oklahoma, and Texas; *Mountain*—Arizona, Colorado, Idaho, Montana, New Mexico, Utah, and Wyoming; and *Pacific*—California, Nevada, Oregon, and Washington.

branch of work clothing was concentrated largely in the Middle Atlantic and Middle West regions.

Substantially more workers were employed in the manufacture of overalls and other industrial garments in July 1953 than in 1949. Current employment in the work-pants and work-shirt branches, on the other hand, was below the 1949 level. The number of workers in washable service apparel changed only slightly during the 4-year period. Wider popularity of dungarees in the past few years has contributed to the increase in the work force of the overalls branch. Recent changes in consumers' buying habits also account, in part, for employment decreases in work pants and work shirts. Dungarees have, to a considerable extent, replaced work pants; also, many workers now wear sport shirts and T-shirts instead of work shirts.

Labor-management contract coverage varied substantially among regions. Union agreements were in effect for virtually all production workers in New England and between three-fourths and four-fifths in the Middle Atlantic, Great Lakes, Middle West, and Pacific regions. The coverage in the South was smaller—slightly more than half in the Border States and fewer than a third of the workers in the Southeast and Southwest were covered by labor-management contracts.

Nearly 80 percent of the workers in the industry were employed under some type of incentive wage

system. The predominant system in all regions was based on individual piece rates, applying to slightly more than 50 percent of the workers in New England and the Great Lakes; 70 and 85 percent, respectively, in the Middle West and on the Pacific Coast; and from 60 to 65 percent in all other regions studied.

### Earnings Level

Straight-time average hourly earnings in the work-clothing industry in July 1953 (96 cents) were almost 25 percent above those in August 1949 (78 cents). This increase was primarily due to two factors: the enactment of the 75-cent Federal minimum-wage law which became effective in January 1950, and the general upward movement of wages during the period.

The enactment of the 75-cent minimum wage had an immediate effect upon the pay level of the industry. It is estimated that average wages in the industry rose at least 7 cents an hour on this account early in 1950.<sup>3</sup> Since that time, wages in the industry have shown moderate increases.

Earnings of less than 75 cents an hour were recorded for only a few workers in the industry at the time of the current study. Nearly 30 percent

<sup>3</sup> Based on data presented in the Hours and Earnings series prepared monthly by the Bureau.

TABLE 1.—Percent distribution of production workers in work-clothing establishments,<sup>1</sup> by average straight-time hourly earnings<sup>2</sup> and region, July 1953

Average hourly earnings <sup>2</sup>	United States <sup>3</sup>	New England	Middle Atlantic	Border States	Southeast	Great Lakes	Middle West	Southwest	Pacific
Under 75 cents.....	3.4		0.7	3.7	4.5	2.3	3.1	3.6	0.2
75 and under 80 cents.....	20.1	6.3	15.2	24.9	33.6	12.0	20.8	30.8	5.2
80 and under 85 cents.....	11.0	8.9	5.5	9.4	15.2	9.0	5.8	11.0	2.1
85 and under 90 cents.....	10.5	12.1	7.2	11.1	11.2	8.6	7.6	13.4	7.2
90 and under 95 cents.....	8.7	6.3	5.8	14.9	8.4	7.3	8.2	8.3	3.6
95 and under 100 cents.....	7.1	4.7	9.7	6.2	7.2	6.7	7.4	7.8	4.4
100 and under 105 cents.....	6.0	7.6	5.7	6.0	5.1	7.9	7.2	6.0	7.4
105 and under 110 cents.....	5.1	5.9	6.9	5.5	3.6	8.9	7.2	4.3	4.8
110 and under 115 cents.....	4.1	7.6	5.7	4.2	3.1	8.7	5.4	3.5	4.7
115 and under 120 cents.....	3.3	7.0	4.2	3.9	1.8	5.5	4.7	2.8	6.2
120 and under 125 cents.....	2.7	6.0	4.2	2.2	1.6	4.9	3.8	1.9	6.3
125 and under 130 cents.....	2.4	4.2	4.3	2.4	1.4	3.8	3.5	1.7	5.2
130 and under 135 cents.....	1.7	3.0	3.0	1.2	.8	2.7	3.0	1.0	5.5
135 and under 140 cents.....	1.4	3.3	3.3	1.2	.6	2.4	2.1	.8	4.9
140 and under 145 cents.....	1.1	1.4	2.3	.7	.4	1.8	2.1	.7	4.3
145 and under 150 cents.....	.8	2.0	2.4	.5	.3	1.6	1.3	.3	3.4
150 and under 160 cents.....	1.3	6.0	2.8	.8	.6	2.8	2.3	.7	6.9
160 and under 170 cents.....	1.1	4.4	2.6	.7	.3	2.3	1.6	.4	5.0
170 and under 180 cents.....	.7	1.0	2.0	.2	.2	1.6	.9	.5	3.4
180 and under 190 cents.....	.4	.6	1.7	.1	.1	.8	.7	.1	2.8
190 and under 200 cents.....	.3	.1	1.2	.1	( <sup>4</sup> )	.4	.4	.1	3.0
200 cents and over.....	.6	1.6	2.6	.1	( <sup>4</sup> )	1.0	.9	.3	3.5
Total.....	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Number of workers.....	60,187	608	3,589	7,979	26,747	6,283	7,117	10,592	2,709
Average hourly earnings <sup>2</sup> .....	\$0.96	\$1.12	\$1.13	\$0.93	\$0.88	\$1.07	\$1.03	\$0.91	\$1.28

<sup>1</sup> Includes work shirts, work pants, overalls and industrial garments, and washable service apparel.

<sup>2</sup> Excludes premium pay for overtime and late-shift work.

<sup>3</sup> Includes data for region not shown separately.

<sup>4</sup> Less than 0.05 percent.

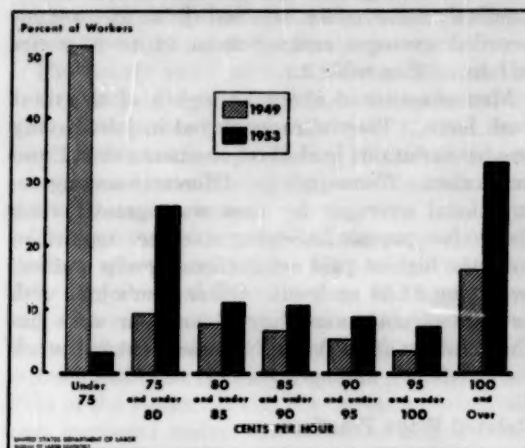


earned the 75-cent legal rate or only slightly more, and a third averaged \$1 an hour or more. In contrast, half the workers in August 1949 averaged less than 75 cents and a fifth earned \$1 an hour or more. (See chart.)

Earnings variation by branch of industry appears to be largely the result of geographic location. Washable service apparel, the branch with the highest wages, was concentrated, for the most part, in the large northern cities. Earnings in this branch, however, were found to be somewhat lower than those in overalls when comparisons were confined to the same economic region. Four-fifths of the production work force in the comparatively low paid work-pants and work-shirt branches were concentrated in the South. The manufacture of overalls is distributed geographically among most of the regions and provides a basis for comparing regional wage levels. Average hourly earnings in this branch ranged from 88 and 90 cents in the Southwest and Southeast, respectively, to \$1.23 in the Middle Atlantic States. Earnings levels in other regions were \$1.15 in New England, \$1.09 in the Great Lakes, \$1.07 in the Middle West, and 96 cents in the Border States.

Women sewing-machine operators constituted

Distribution of Work-Clothing Production Employees by Earnings Classes, 1949 and 1953



more than 60 percent of the industry's total production work force. These workers, typically paid on a piecework basis, averaged 96 cents an hour—identical with the industry average. Average earnings for all women in selected occupations, except sewing-machine operators on washable service apparel (averaging \$1.08 an hour) were

TABLE 2.—Average straight-time hourly earnings<sup>1</sup> of production workers in selected occupations in the work-clothing industry<sup>2</sup> by region, July 1953

Occupation and sex	United States <sup>3</sup>		Average hourly earnings in—							
	Number of workers	Average hourly earnings	New England	Middle Atlantic	Border States	Southeast	Great Lakes	Middle West	Southwest	Pacific
<b>Men</b>										
All production workers.....	7,803	\$1.15	\$1.41	\$1.39	\$1.04	\$1.03	\$1.37	\$1.27	\$1.07	\$1.06
Cutters, machine.....	949	1.49	1.61	1.79	1.39	1.25	1.62	1.56	1.56	1.90
Janitors.....	415	.89	( <sup>4</sup> )	.96	.81	.81	.98	1.03	.84	1.22
Pressers, finish, hand and machine.....	427	1.22	1.75	1.67	1.12	1.05	1.46	1.04	.93	1.08
Repairmen, sewing-machine.....	338	1.56	( <sup>4</sup> )	1.79	1.53	1.39	1.77	1.65	1.63	2.33
Spreaders.....	830	1.04	( <sup>4</sup> )	1.33	.99	.99	1.16	1.18	.97	( <sup>4</sup> )
Stock clerks.....	363	1.07	( <sup>4</sup> )	1.36	1.02	.98	1.18	1.10	1.03	1.41
Underpressers, hand and machine.....	185	.96	( <sup>4</sup> )	( <sup>4</sup> )	1.03	.87	( <sup>4</sup> )	( <sup>4</sup> )	( <sup>4</sup> )	( <sup>4</sup> )
Watchmen.....	197	.90	( <sup>4</sup> )	( <sup>4</sup> )	.85	.85	1.01	.93	.87	( <sup>4</sup> )
Work distributors.....	933	.93	( <sup>4</sup> )	.92	.80	.90	1.06	1.06	.86	1.13
<b>Women</b>										
All production workers.....	58,384	.94	1.08	1.08	.92	.86	1.03	1.00	.89	1.23
Button sewers, machine.....	930	.94	1.05	1.00	.93	.88	1.03	1.03	.92	1.29
Buttonhole makers, machine.....	1,115	.97	.97	1.09	.95	.88	1.09	1.07	.95	1.31
Inspectors, final (examiners).....	2,463	.95	.95	1.04	.93	.89	1.05	1.04	.92	1.21
Janitresses.....	171	.80	( <sup>4</sup> )	( <sup>4</sup> )	.79	.77	.83	.89	.89	( <sup>4</sup> )
Pressers, finish, hand and machine.....	1,027	.96	1.13	1.05	.94	.86	1.08	1.13	.98	1.59
Sewing-machine operators, total <sup>1</sup> .....	41,457	.96	1.14	1.13	.95	.87	1.08	1.02	.92	1.24
Overalls and industrial garments.....	19,402	.97	1.19	1.22	.97	.88	1.07	1.05	.89	1.23
Washable service apparel.....	2,392	1.08	( <sup>4</sup> )	1.10	( <sup>4</sup> )	( <sup>4</sup> )	1.15	.94	( <sup>4</sup> )	1.30
Work pants.....	13,301	.94	( <sup>4</sup> )	1.13	.91	.85	1.05	.96	.94	1.25
Work shirts.....	6,119	.92	( <sup>4</sup> )	1.01	.94	.87	1.08	1.08	.92	( <sup>4</sup> )
Thread trimmers.....	1,093	.89	1.02	.96	.92	.83	.94	.91	.91	( <sup>4</sup> )
Underpressers, hand and machine.....	316	.97	( <sup>4</sup> )	( <sup>4</sup> )	.82	.90	1.07	1.07	.94	1.34
Work distributors.....	256	.94	( <sup>4</sup> )	.90	( <sup>4</sup> )	.92	.99	.85	.90	1.05

<sup>1</sup> Excludes premium pay for overtime and late-shift work.

<sup>2</sup> Includes work shirts, work pants, overalls and industrial garments, and washable service apparel.

<sup>3</sup> Includes data for region not shown separately.

<sup>4</sup> Data insufficient to justify presentation of average.

<sup>5</sup> Includes data for sewing-machine operators not shown separately.

within a 20-cent range. Janitresses and thread trimmers averaged 80 and 89 cents an hour, respectively; the other selected jobs for women recorded averages ranging from 91 to 97 cents an hour. (See table 2.)

Men constituted about an eighth of the total work force. They were employed in jobs having greater variations in skill requirements than those for women. Consequently, differences among occupational averages for men were greater than those for women. Sewing-machine repairmen were the highest paid occupational group studied, averaging \$1.56 an hour. Other men's jobs with average earnings exceeding \$1 an hour were machine cutters (\$1.49), finish pressers (\$1.22), stock clerks (\$1. 7), and spreaders (\$1.04).

### Related Wage Practices

The Southeast was the only region studied in which fewer than half the production workers received paid holiday benefits. Six days a year were commonly granted in all except the southern regions. Workers in the Southwest region most commonly received 5 days.

Most establishments in the industry shut down operations each year during the first half of July, when business is slack. Workers generally receive their vacation benefits at this time. In most regions, workers having 1 but less than 5 years' service generally receive 2 percent of their annual earnings; in the Middle Atlantic and Middle West regions, however, vacation pay for a majority of the workers is based on regular pay for a period of 1 week. After 5 years of service, vacation benefits for production workers generally increase, typically amounting to 2 weeks of regular pay or 4 percent of annual earnings.

Insurance benefits, for which at least part of the costs were paid by the employer, were available to a majority of the workers in all regions. Life, hospitalization, and surgical plans were the most common types of insurance benefits provided. Retirement plans were reported by work-clothing establishments with about three-fifths of the industry employment in the Middle Atlantic region; in the other regions, the employee coverage was an eighth or less.

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Division of Wages and Industrial Relations

## Union Wage Scales of Local-Transit Operating Employees, 1953

HOURLY WAGE RATES of unionized local-transit operating employees in cities of 100,000 or more population rose an average of 2.3 percent, or 4 cents, during the 9-month period from October 1, 1952, to July 1, 1953, according to the Bureau of Labor Statistics 33d annual survey of union scales in the local-transit industry.<sup>1</sup> Approximately three-fifths of the workers included in the study received upward rate adjustments. The average scale on July 1, 1953, was \$1.77 an hour.<sup>2</sup>

About nine-tenths of the workers studied had standard workweeks which varied from 40 to more than 48 hours and averaged 42.4 hours on July 1, 1953. Five of every eight workers on a standard workweek were covered by agreements providing for a 40-hour straight-time schedule.

<sup>1</sup> Union scales are defined as the minimum wage scales or maximum schedules of hours agreed upon through collective bargaining between trade unions and employers. Rates in excess of the negotiated minimum, which may be paid for special qualifications or other reasons, are not included.

The information presented in this report was based on union scales in effect on July 1, 1953, and covered approximately 92,000 local-transit operating employees in 52 cities with populations of 100,000 or more. Trackmen and maintenance workers were not included. Municipally owned transit systems were included, if unions acted as bargaining agents for the employees. Data were obtained primarily from local union officials by mail questionnaire; in some instances, Bureau representatives visited local union officials to obtain the desired information.

Mimeographed listings of union scales are available for any of the 52 cities included in the survey. A forthcoming bulletin will contain more detailed information on the industry.

The current survey differs in several important respects from previous annual surveys of wage scales in the local-transit industry. First, the limited funds available for wage surveys necessitated a reduction from 77 to 52 in the number of cities to be covered. The current survey was designed to represent union wage scales in all cities of 100,000 or more population. All cities with a half million or more population were included, but some cities in the population groups of 250,000 to 500,000 and 100,000 to 250,000 were omitted. Second, weights were assigned to some of the localities surveyed in order to compensate for those which were not surveyed. This procedure differs from that in earlier surveys which covered 77 areas, and in which averages for the smaller-sized cities were not necessarily representative of average scales prevailing in that population group. Because a greater proportion of larger cities than of smaller cities was included with equal weight in past surveys, the data were disproportionately influenced by the large cities, which typically have the higher wage scales. This upward bias is removed in the current survey through a revised procedure which gives greater weight to the smaller cities studied. In order to provide appropriate representation in the combination of data, each geographic region and population group was considered separately when city weights were assigned. A third modification involves re-establishment of July 1 as the date of reference in measuring changes in union scales. This return to a practice followed prior to 1947 was also necessitated by program readjustments.

<sup>2</sup> Average hourly scales, designed to show current levels, are based on all scales reported in effect on July 1, 1953, weighted by the number of union members receiving that rate. These averages are not designed for close year-to-year comparisons because of fluctuations in membership and in classifications studied.

### Trends in Union Wage Scales

The index of union hourly scales for local-transit operating employees on July 1, 1953, was 29.9 percent above the 1947-49 average (table 1). It was 2.3 percent higher than on October 1, 1952.<sup>3</sup>

TABLE 1.—*Indexes of union hourly rates of local-transit operating employees, 1929-53*

[Oct. 1, 1947-49=100]

Date	Index	Date	Index
1929: May 15.....	52.4	1942: July 1.....	64.4
1930: May 15.....	52.9	1943: July 1.....	68.6
1931: May 15.....	52.9	1944: July 1.....	69.1
1932: May 15.....	51.9	1945: July 1.....	69.9
1933: May 15.....	( <sup>1</sup> )	1946: July 1.....	81.9
1934: May 15.....	50.4	1947: Oct. 1.....	92.4
1935: May 15.....	52.3	1948: Oct. 1.....	101.7
1936: May 15.....	52.7	1949: Oct. 1.....	105.9
1937: May 15.....	55.2	1950: Oct. 1.....	110.9
1938: June 1.....	56.8	1951: Oct. 1.....	118.2
1939: June 1.....	57.2	1952: Oct. 1.....	127.0
1940: June 1.....	57.9	1953: July 1.....	129.9
1941: June 1.....	60.0		

<sup>1</sup> Information not available.

In general, rate increases were the result of re-negotiation of agreements that had either expired or were reopened during the survey period. Relatively few agreements contained escalator clauses providing for rate increases tied to the rise in consumer prices. The major number of the agreements were for 1-year's duration.

Compared with the average increase of 4 cents an hour for all local-transit operating employees during the 9 months, motormen and conductors of 2-man cars and operators of 1-man cars and buses had average hourly advances of 4.3 and 4.4 cents, respectively.<sup>4</sup> Upward adjustments for elevated and subway operators averaged substantially less,

<sup>3</sup> In order to ascertain the extent of change over a 12-month period, in this instance, October 1, 1952, to October 1, 1953, the Bureau has subsequently obtained data on changes in basic rates of pay for transit employees for the 3 months, July through September 1953. This information disclosed that basic rates had not been changed in 42 cities in the intervening 3 months. New contracts had been negotiated in 6 cities and interim or deferred wage increases had been placed in effect in 2 cities; in 4 other cities new contracts were in negotiation. Inclusion of the scale revisions which became effective between July 1 and October 1 would bring the increase, over the 12-month period, to 2.6 percent or 4.5 cents per hour. The increase over the base period (1947-49) was 30.3 percent. The average rate for all local-transit operating employees was \$1.78 an hour on October 1, 1953.

<sup>4</sup> A average cents-per-hour and percent changes from October 1, 1952, to July 1, 1953, are based on comparable quotations for the various occupational classifications in both periods weighted by the membership reported for the current survey.

The reduction in the number of cities covered and the change in the method of computation had only a minor effect on the amount of change between two consecutive periods, and virtually no effect on the index series.

<sup>5</sup> This so-called maximum or top rate is actually a minimum scale after a specified period of employment with the company. It is not a maximum rate in the sense that the company may not pay more.

1.3 cents an hour. Percentagewise, the increases represented gains of 2.6 for operators of 1-man equipment, 2.5 for those on 2-man cars, and 0.7 percent for elevated and subway operators.

The hourly rates of nearly three-fifths of the local-transit operating employees were affected by changes in scales between October 1, 1952, and July 1, 1953. About 7 of every 10 workers whose rates were adjusted during the period had advances of 4 to 11 cents an hour.

The amounts of increase and the proportions of workers affected varied by type of conveyance. Over 95 percent of the motormen and conductors on 2-man cars received upward scale adjustments. The advance was 1 cent for half these workers and as much as 8 cents for three-tenths. Nearly three-fifths of the 1-man car and bus operators benefited from increased scales; the advances ranged from 5 to 7 cents an hour for a fourth of these workers and from 9 to 11 cents for a similar proportion. About three-tenths of the operating employees on elevated and subway systems were affected by scale increases, the majority of these workers receiving advances of from 4 to 5 cents an hour.

### Wage-Scale Variations

Local-transit operating employees' hourly rates are generally graduated on the basis of length of service. Most union agreements provide for a starting or entrance rate, one or more intermediate rates, and a maximum or top rate.<sup>5</sup> Although the time interval between rate steps varies from city to city, the entrance rate generally prevails for the first 3 or 6 months of employment. The top rate is usually reached after a year of service. In some cities the agreements provide for a single rate, regardless of length of employment.

Entrance rates for 1-man car and bus operators ranged from \$1.10 an hour in Charlotte, N. C., to \$1.87 in Chicago. For 2-man cars, the lowest starting rate (\$1.50) was reported in Philadelphia, Pa., and the highest (\$1.77) in Chicago.

Maximum or top wage scales for 1-man car and bus operators varied from \$1.35 in Charlotte, N. C., to \$1.96 in Pittsburgh and for 2-man equipment operators from \$1.65 in Philadelphia to \$2.015 in Boston.

On July 1, 1953, hourly wage rates for all local-transit employees studied averaged \$1.77. This

was also the average for employees on 1-man and 2-man equipment. Elevated and subway operators—a relatively small group—averaged \$1.83.

Slightly more than half of the local-transit operating employees in cities of 100,000 or more population had union hourly wage scales ranging between \$1.75 and \$1.90. Less than 5 percent had scales below \$1.50 and 1 of every 7 had rates of at least \$1.90. Approximately a third of the 1-man car and bus operators had rates of from \$1.85 to \$1.90 an hour; a seventh, from \$1.75 to \$1.80; an additional eighth, below \$1.60 an hour. Practically all the motormen and conductors of 2-man surface cars received from \$1.65 to \$1.90 an hour.

### City and Regional Rate Differentials

Among the 52 cities studied, average union scales of local-transit operating employees varied widely. They ranged from \$1.34 in Charlotte, N. C., to \$1.93 in Pittsburgh. In 22 cities, the rates averaged between \$1.55 and \$1.75 an hour, and in 18 others between \$1.75 and \$1.90.

The amounts of increase most frequently reported were 5, 9, and 10 cents an hour. Hourly increases of 15 cents or more were reported for 5 cities. The greatest advance in hourly rates (17 cents) occurred in New Orleans, partly as the result of a reduced workweek.

When the cities are grouped according to population, union hourly scales for local-transit operating employees in cities with populations of 500,000 to 1,000,000 averaged \$1.822. This was 1.3 cents above the level for the cities of 1,000,000 and over. Comparatively little variation appeared in the levels for the three largest size-groups. A 19.5-cent differential, however, existed between the averages for the 250,000 to 500,000 population group and the next smaller group. Hourly scale levels for the various city-size groupings on July 1, 1953, were as follows:

Cities with populations of—	Average hourly scale
1,000,000 or more.....	\$1.809
500,000 to 1,000,000.....	1.822
250,000 to 500,000.....	1.776
100,000 to 250,000.....	1.581

Rate levels showed considerable variation among the cities in each of the population groups. The levels for individual cities, however, did not necessarily vary according to population. The

rate level for Chicago (\$1.86)—highest for the million or more population group—was exceeded by the averages for Pittsburgh, Milwaukee, and Boston in the second largest population grouping and by Seattle in the next size grouping. Buffalo and Cincinnati, each with a level of \$1.85, ranked seventh, but the large metropolitan centers of New York, Los Angeles, and Philadelphia were 14th, 16th, and 24th, respectively.

On a regional basis, average scales of unionized local-transit employees were highest (\$1.82) in the Great Lakes region and lowest (\$1.51) in the Southeast (table 2). The national average of \$1.77 was also exceeded by the regional levels for New England, the Middle Atlantic States, and the Pacific Coast. The regional pattern for operators of 1-man cars and buses was almost identical with that for all types of conveyances. Among the 5 regions reporting 2-man car operations, scales averaged highest in New England (\$2.02) and lowest in the Middle Atlantic (\$1.65).

TABLE 2.—Average union hourly wage rates of local-transit operating employees, by region,<sup>1</sup> July 1, 1953

Region	Average rate per hour			
	All workers	Operators of 1-man cars and buses	Motormen and conductors of 2-man cars	Elevated and subway operators
United States.....	\$1.77	\$1.77	\$1.77	\$1.83
New England.....	1.79	1.78	2.02	1.78
Middle Atlantic.....	1.80	1.80	1.65	1.85
Border States.....	1.74	1.74	.....	.....
Southeast.....	1.51	1.51	.....	.....
Great Lakes.....	1.82	1.82	1.83	1.79
Middle West.....	1.72	1.72	.....	.....
Southwest.....	1.55	1.55	1.69	.....
Mountain.....	1.56	1.56	.....	.....
Pacific.....	1.80	1.80	1.83	.....

<sup>1</sup> The regions referred to in this study include: *New England*—Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island, and Vermont; *Middle Atlantic*—New Jersey, New York, and Pennsylvania; *Border States*—Delaware, District of Columbia, Kentucky, Maryland, Virginia, and West Virginia; *Southeast*—Alabama, Florida, Georgia, Mississippi, North Carolina, South Carolina, and Tennessee; *Great Lakes*—Illinois, Indiana, Michigan, Minnesota, Ohio, and Wisconsin; *Middle West*—Iowa, Kansas, Missouri, Nebraska, North Dakota, and South Dakota; *Southwest*—Arkansas, Louisiana, Oklahoma, and Texas; *Mountain*—Arizona, Colorado, Idaho, Montana, New Mexico, Utah, and Wyoming; *Pacific*—California, Nevada, Oregon, and Washington.

### Standard Workweek

Except for 6 of the cities accounting for less than 10 percent of the transit operations, the workweek was established in terms of a fixed number of hours for which the workers were paid at straight-time rates. A 40-hour straight-time workweek, found to be the most typical, prevailed for over half of



the operators of 1-man and 2-man surface equipment and for nine-tenths of the elevated and subway operators. Workweeks of 44 and 48 hours, respectively, were applicable to two-sevenths and one-seventh of the 2-man car operators and to a tenth and a seventh of the 1-man car and bus operators. The average straight-time workweek for transit employees in cities reporting standard work schedules consisted of 42.4 hours.

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## Union Wage Scales in the Printing Trades, July 1, 1953

HOURLY WAGE SCALES of unionized printing-trades workers in cities of 100,000 or more population advanced, on the average, 9.9 cents in the 12 months ending July 1, 1953, according to the Bureau of Labor Statistics 46th annual survey of union scales in the printing industry.<sup>1</sup> The advances averaged 9.3 cents an hour in book and job (commercial) establishments and 11.1 cents in newspaper plants.<sup>2</sup>

About nine-tenths of the workers in each type of establishment had their scales adjusted upward during the year. The negotiated increases varied from 10 to 15 cents an hour for two-fifths of these workers and from 5 to 10 cents for a slightly smaller proportion.

The average hourly union scale for all printing trades studied was \$2.58 on July 1, 1953; the level in commercial shops was \$2.44 and in newspaper plants, \$2.87.<sup>3</sup> Day-shift scales in newspaper establishments averaged \$2.76 an hour, 13 percent above day scales in commercial shops.

There was no consistent pattern of rate differences in important jobs common to both commercial and newspaper printing. The average day-work scale for compositors in newspaper plants was 9 cents above the level for those in commercial shops; scales for photoengravers and stereotypers, however, averaged 18 and 21 cents higher, respectively, in commercial shops.

The standard weekly hours remained unchanged during the year and averaged 37.1 hours, the same

as recorded in each of the two previous annual studies. A 37½-hour straight-time workweek was most typical and was stipulated in labor-management contracts covering half of the printing-trades workers in the study.

### Trend of Union Wage Scales

Rate revisions in the printing trades between July 1, 1952, and July 1, 1953, were primarily the result of contract negotiations. Contracts were usually of 1 year's duration, though some were negotiated for a longer period. Interim or deferred increases were specified in some agreements and provisions for wage reopenings were contained in others. Escalator clauses linking rate changes to the movement of the BLS Consumer Price Index were also embodied in a number of contracts.

During the year under review, union hourly scales of printing-trades workers increased 4 percent and advanced the Bureau's index applying to

<sup>1</sup> Union scales are defined as the minimum wage scales or maximum schedules of hours agreed upon through collective bargaining between trade unions and employers. Rates in excess of the negotiated minimum, which may be paid for special qualifications or other reasons, are not included.

The information presented in this report was based on union scales in effect on July 1, 1953, and covered approximately 127,000 printing-trades workers in 53 cities with populations of 100,000 or more. Data were obtained primarily from local union officials by mail questionnaire; in some instances, Bureau representatives visited local union officials to obtain the desired information.

Mimeographed listings of union scales are available for any of the 53 cities included in the survey. A forthcoming bulletin will contain more detailed information on the industry.

The current survey differs in several important respects from previous annual surveys of wage scales in the printing-trades industry. First, the limited funds available for wage surveys necessitated a reduction from 77 to 53 in the number of cities to be covered. The current survey was designed to represent union wage scales in all cities of 100,000 or more population. All cities with a half million or more population were included, but some cities in the population groups of 250,000 to 500,000 and 100,000 to 250,000 were omitted. Second, weights were assigned to some of the localities surveyed in order to compensate for those which were not surveyed. This procedure differs from that in earlier surveys which covered 77 areas, and in which averages for the smaller-sized cities were not necessarily representative of average scales prevailing in that population group. Because a greater proportion of larger cities than of smaller cities was included with equal weight in past surveys, the data were disproportionately influenced by the large cities, which typically have the higher wage scales. This upward bias is removed in the current survey through a revised procedure which gives greater weight to the smaller cities studied. In order to provide appropriate representation in the combination of data, each geographic region and population group was considered separately when city weights were assigned.

<sup>2</sup> Average cents-per-hour and percent changes from July 1, 1952, to July 1, 1953, are based on comparable quotations for the various occupational classifications in both periods weighted by the membership reported for the current survey.

The reduction in the number of cities covered and the change in the method of computation had only a minor effect on the amount of change between two consecutive periods, and virtually no effect on the index series.

<sup>3</sup> Average hourly scales, designed to show current levels, are based on all scales reported in effect on July 1, 1953, weighted by the number of union members receiving that rate. These averages are not designed for close year-to-year comparisons because of fluctuations in membership and in classifications studied.

these workers to 123.5 (table 1). This increase, while smaller than the 5.7-percent advance registered in the 12 months ending July 1, 1952, approximated the 4.1-percent gain between July 1, 1950, and July 1, 1951, and was almost double the 2.1-percent rise recorded between July 1, 1949, and July 1, 1950.

Although scale advances in the year ending July 1, 1953, averaged 4 percent for both commercial and newspaper printing, the average cents-per-hour increase was greater in newspaper plants than in book and job shops—11.1 cents compared with 9.3 cents. Rates in newspaper plants advanced an average of 10.8 cents for day work and 11.3 cents for nightwork.

TABLE 1.—*Indexes of union wage scales and weekly hours in the printing trades, 1939–53*

[Jan. 2, 1948–July 1, 1949=100]

Date	Index of wage scales			Index of weekly hours		
	All printing	Book and job	Newspaper	All printing	Book and job	Newspaper
1939: June 1	55.4	55.5	55.0	104.8	106.0	102.5
1940: June 1	56.2	56.0	56.2	104.6	105.8	102.2
1941: June 1	56.8	56.6	56.9	104.6	105.8	101.8
1942: July 1	59.3	59.1	59.4	104.3	105.8	101.7
1943: July 1	61.1	60.7	61.9	104.6	106.1	101.7
1944: July 1	62.6	62.3	63.3	104.6	106.1	101.7
1945: July 1	63.5	63.1	64.1	104.6	106.1	101.7
1946: July 1	74.3	74.2	74.5	102.0	102.4	101.3
1948: Jan. 2	94.3	94.3	94.3	100.1	100.1	100.3
1949: July 1	105.7	105.7	105.7	99.9	99.9	99.7
1950: July 1	107.0	108.2	107.4	99.8	99.8	99.5
1951: July 1	112.4	112.1	112.7	99.7	99.5	99.4
1952: July 1	118.8	119.3	117.6	99.5	99.2	99.3
1953: July 1	123.5	124.0	122.3	99.5	99.2	99.3

Average hourly increases varied from 9 to 11.5 cents for 8 of the 12 trades studied in commercial shops; bindery women and photoengravers registered the smallest and largest gains—5.9 and 13.3 cents, respectively. The upward movement in newspaper establishments was led by pressmen-in-charge, whose average scale increased by 14.8 cents an hour. Most of the other crafts in this branch of the industry had hourly advances averaging between 10 and 11 cents. Scales for nightwork advanced slightly more than for daywork in all crafts except pressmen-in-charge.

By region, average increases for all printing trades combined varied from 7.1 cents on the Pacific Coast to 12 cents in the Great Lakes region. In practically all regions, the increases during the year ending July 1, 1953, averaged less than those recorded during the previous 12 months. Scale

advances in the newspaper printing trades were generally higher than those in commercial shops.

On July 1, 1953, labor-management contracts covering printing-trades workers of varying skills in cities with populations of 100,000 or more specified hourly wage rates ranging from under \$1.10 to over \$3.50. Half of the covered workers, however, had negotiated scales ranging from \$2.50 to \$3 an hour, three-tenths had rates of less than \$2.50, and a fifth, rates of \$3 or more.

The results of wage scale changes in the past 4 years are reflected in a comparison of rate levels in effect on July 1, 1949, and July 1, 1953. In mid-1949, seven-tenths of the printing-trades workers studied had scales of less than \$2.50 an hour and scales of \$2.50 to \$3 prevailed for slightly over a fourth.

In book and job shops, a majority of the workers had rates of \$2.40 to \$3 an hour and slightly over a third, of less than \$2.40 in 1953. Women bindery workers constituted the only group whose rates were all below \$1.80 an hour; nearly three-fourths of these workers had scales between \$1.20 and \$1.50. Photoengravers in commercial shops, the highest-paid craft surveyed, had union rates of at least \$2.40 an hour and for approximately two-fifths, the contract scale was \$3.50 or more.

In newspaper printing, wage scales varying between \$2.40 and \$3 an hour were specified in union contracts covering four-fifths of the workers on the day shift and slightly over half of those on the night shift. Rates of \$3 or more prevailed for about a seventh of the dayworkers and two-fifths of the nightworkers. About a fourth of the mailers had scales of less than \$2.40 an hour; in other classifications in newspaper printing, less than 5 percent had such scales.

#### Rate Variations by Type of Work

Because of the variations in work performed, the composition of the work force in each of the two types of printing establishments differs materially. Commercial (book and job) shops produce many items, often in large quantities, whereas newspaper plants are geared to the production of a single item which is constantly changing and is less durable. Thus, in commercial shops, a substantial proportion of the work force consists of bindery women and press assist-

TABLE 2.—Average union hourly wage rates in the printing industry, July 1, 1953, and increases in rates, July 1, 1952, to July 1, 1953

Trade	Average rate per hour, July 1, 1953 <sup>1</sup>	Amount of increase July 1, 1952, to July 1, 1953 <sup>2</sup>	
		Percent	Cents per hour
All printing trades.....	\$2.58	4.0	9.9
Book and job.....	2.44	4.0	9.3
Bindery women.....	1.38	4.5	5.9
Bookbinders.....	2.31	3.2	7.2
Compositors, hand.....	2.73	4.0	10.6
Electrotypers.....	2.96	3.6	10.3
Machine operators.....	2.74	3.8	10.0
Machine tenders (machinists).....	2.75	4.6	12.0
Mailers.....	2.23	5.4	11.4
Photoengravers.....	3.22	4.3	13.3
Press assistants and feeders.....	2.22	4.3	9.2
Pressmen, cylinder.....	2.74	3.8	10.1
Pressmen, platen.....	2.42	3.8	9.0
Stereotypers.....	2.95	4.1	11.5
Newspaper.....	2.87	4.0	11.1
Daywork.....	2.76	4.1	10.8
Nightwork.....	2.97	3.9	11.3
Compositors, hand.....	2.91	3.7	10.2
Daywork.....	2.82	3.7	10.1
Nightwork.....	2.99	3.6	10.4
Machine operators.....	2.91	3.6	10.2
Daywork.....	2.82	3.7	10.1
Nightwork.....	2.99	3.5	10.2
Machine tenders (machinists).....	2.92	3.2	9.2
Daywork.....	2.85	3.8	9.0
Nightwork.....	2.99	3.2	9.3
Mailers.....	2.55	4.3	10.5
Daywork.....	2.42	4.3	10.0
Nightwork.....	2.66	4.2	10.8
Photoengravers.....	3.15	3.8	11.4
Daywork.....	3.04	3.7	10.9
Nightwork.....	3.27	3.8	12.0
Pressmen (journeymen).....	2.90	4.8	13.3
Daywork.....	2.76	5.0	13.2
Nightwork.....	3.08	4.6	12.5
Pressmen-in-charge.....	3.12	5.0	14.8
Daywork.....	2.90	5.2	14.8
Nightwork.....	3.29	4.7	14.8
Stereotypers.....	2.85	4.0	10.9
Daywork.....	2.74	3.7	9.7
Nightwork.....	3.01	4.4	12.6

<sup>1</sup> Average rates are based on all rates in effect on July 1, 1953; individual rates are weighted by the number of union members reported at each rate.

<sup>2</sup> Based on comparable quotations for 1952 and 1953 weighted by the number of union members reported at each quotation in 1953.

ants and feeders, who typically perform less skilled routine operations; in newspaper plants, however, journeymen are required in proportionately greater numbers to meet daily demands. These differences are reflected in the resultant average rates for commercial and newspaper shops which take into account the number and proportions of printing-trades workers employed at various rates of pay.

On July 1, 1953, union hourly scales of printing-trades workers averaged \$2.44 in book and job (commercial) shops, compared with \$2.87 in newspaper plants. Day-shift workers on newspapers averaged \$2.76 and nightworkers, \$2.97 (table 2). The daywork scales on newspapers averaged about 13 percent above the level for commercial shops and 7 percent below the average for nightwork on newspapers. The number of

workers normally employed on night shifts in book and job shops was too small to yield significant results; therefore, this group was excluded from the study.

Average hourly rates of individual trades in commercial shops ranged from \$1.38 for bindery women to \$3.22 for photoengravers, and in newspaper plants from \$2.55 for mailers to \$3.15 for photoengravers.

The average scale for nightworkers on newspapers (\$2.97) was 21 cents above that for dayworkers (\$2.76). The differentials favoring nightwork amounted to 17 cents for hand and machine compositors, 14 cents for machine tenders (machinists), and from 23 to 32 cents for the other printing trades studied.

### Regional Variations

The extent of union organization and variations in the proportions of workers in each trade in individual areas have a direct influence on area and regional wage levels. The number of semi-skilled workers organized in an area or region may also affect the respective levels. Scales for semi-skilled trades—bindery women and press assistants and feeders—and for highly skilled journeymen, such as compositors, photoengravers, and press operators, are included in the data for book and job shops.

Average hourly union rates, by region, ranged from \$2.39 in the Border States to \$2.75 on the

TABLE 3.—Average hourly wage scales in the printing trades, by region,<sup>1</sup> July 1, 1953

Region	Average hourly scales in—		
	All printing	Book and job	Newspapers
United States.....	\$2.58	\$2.44	\$2.87
New England.....	2.53	2.31	2.84
Middle Atlantic.....	2.56	2.42	2.92
Border States.....	2.39	2.13	2.81
Southeast.....	2.48	2.28	2.64
Great Lakes.....	2.66	2.54	2.94
Middle West.....	2.41	2.25	2.80
Southwest.....	2.49	2.21	2.71
Mountain.....	2.48	2.09	2.74
Pacific.....	2.75	2.66	2.89

<sup>1</sup> The regions used in this study include: *New England*—Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island, and Vermont; *Middle Atlantic*—New Jersey, New York, and Pennsylvania; *Border States*—Delaware, District of Columbia, Kentucky, Maryland, Virginia, and West Virginia; *Southeast*—Alabama, Florida, Georgia, Mississippi, North Carolina, South Carolina, and Tennessee; *Great Lakes*—Illinois, Indiana, Michigan, Minnesota, Ohio, and Wisconsin; *Middle West*—Iowa, Kansas, Missouri, Nebraska, North Dakota, and South Dakota; *Southwest*—Arkansas, Louisiana, Oklahoma, and Texas; *Mountain*—Arizona, Colorado, Idaho, Montana, New Mexico, Utah, and Wyoming; and *Pacific*—California, Nevada, Oregon, and Washington.

Pacific Coast for all workers in the printing trades (table 3). In commercial shops, union scales averaged highest (\$2.66) in the Pacific region and lowest (\$2.09) in the Mountain States; and in newspapers, the highest and lowest levels (\$2.94 and \$2.64) were in the Great Lakes and Southeast regions, respectively.

### Standard Workweek

The straight-time workweek on July 1, 1953, averaged 37.3 hours in book and job shops and 36.8 hours in newspaper establishments. Standard weekly schedules in newspaper plants averaged 37.2 hours for daywork and 36.4 for nightwork. Although the predominant standard workweek stipulated in union agreements for both branches of the industry was 37½ hours, a 36¼-hour schedule was in effect for three-tenths of the commercial shop workers and a fifth of those on newspapers. Weekly schedules of 35 hours were more common in newspaper plants; 40-hour schedules were more prevalent in commercial shops.

Labor-management agreements in newspaper plants usually specified a shorter workweek for the night shift than for the day shift. Schedules of 36¼ hours or less were in effect for about a fifth of the day-shift workers on newspapers and about half of those on the night shift.

On the whole, scheduled weekly hours of work in the printing industry have changed little since the immediate postwar period 1945-47, when a fairly widespread moderate reduction in weekly working time occurred. In the past 5 years, the trend toward a shorter workweek has slackened and for the year ending July 1, 1953, the index of union weekly hours remained unchanged from the previous year.

—ALEXANDER MOROS

Division of Wages and Industrial Relations

## Wage Chronology No. 14: Ford Motor Co.<sup>1</sup>

### Supplement No. 1

THE 5-YEAR CONTRACT between the United Automobile, Aircraft, and Agricultural Implement Workers of America (UAW-CIO) and Ford Motor Co., which was to run until June 1, 1955, was amended by the parties on May 25, 1953—3 days after the union and General Motors had agreed to new terms. An amendment of September 4, 1950, to the 1949 contract, provided that "continuance of the cost-of-living allowance shall be contingent upon the continued availability of official monthly Bureau of Labor Statistics Consumer Price Index in its present form and calculated on same basis as Index for July 1950, unless otherwise agreed upon by parties."<sup>2</sup>

A formula for conversion to the Revised Series Consumer Price Index was agreed upon by the parties, and the resulting changes were made part of the 1953 amendment to the Ford agreement. A substantial portion of the existing cost-of-living allowance was incorporated into the basic wage structure, and the annual improvement factor was increased 1 cent. Included among other provisions were wage increases for skilled workers, liberalization of eligibility requirements of vacation-plan provisions for certain retiring workers, and amendment of the retirement plan to provide increased pension benefits. In addition, retired workers were permitted to buy hospital and surgical insurance (Blue Cross and Blue Shield) at group rates. The 1950-55 agreement is brought up to date by the following additions.

<sup>1</sup> See Monthly Labor Review, April 1951 (p. 400), or Wage Chronology Series 4, No. 14.

<sup>2</sup> For further explanation of the events leading up to the supplemental agreements, see General Motors Chronology, in Monthly Labor Review, August 1953 (p. 845).

### Footnotes to table A, on following page:

<sup>1</sup> Cost-of-living allowances and annual-improvement-factor adjustments between March 5, 1951, and June 1, 1952, were not published in the Monthly Labor Review but were included in Wage Chronology Series 4, No. 14. These increases were: June 1, 1951, +4 cents; June 4, 1951, +3 cents; September 3, 1951, +1 cent; December 3, 1951, +1 cent, and March 3, 1952, +3 cents.

<sup>2</sup> The new agreement provided that future cost-of-living adjustments be based on the Revised Series Consumer Price Index (1947-49=100) as follows:

Consumer Price Index	Cost-of-living allowance
110.8 or less	None.
110.9 to 111.5	1 cent an hour.
111.6 to 112.1	2 cents an hour.
112.2 to 112.8	3 cents an hour.
112.9 to 113.5	4 cents an hour.
113.6 to 114.1	5 cents an hour.
114.2 to 114.7	6 cents an hour.
114.8 to 115.3	7 cents an hour.
and so forth, with a 1-cent change for each 0.5-point change in the index.	



## A—General Wage Changes

Effective date	Provision	Applications, exceptions, and other related matters
June 1, 1952 <sup>1</sup> -----	4 cents an hour increase-----	Annual-improvement-factor adjustment.
June 2, 1952-----	1 cent an hour decrease-----	Quarterly adjustment of cost-of-living allowance.
Sept. 1, 1952-----	3 cents an hour increase-----	Quarterly adjustment of cost-of-living allowance.
Dec. 1, 1952-----	1 cent an hour decrease-----	Quarterly adjustment of cost-of-living allowance.
Apr. 13, 1953-----	1 cent an hour decrease-----	Quarterly adjustment of cost-of-living allowance. Adjustment made on this date because of late release of "Old Series" CPI.
June 1, 1953 (by agreement of May 25, 1953).	5 cents an hour increase-----	The new agreement increased the annual-improvement-factor adjustment by 1 cent an hour.
June 1, 1953 (by agreement of above date).	No change in cost-of-living allowance.	The new agreement incorporated 19 of the previous 24 cents cost-of-living allowance into the basic wage structure and provided for quarterly adjustments of the cost-of-living allowance in accordance with the movement of the Consumer Price Index (Revised Series). If the CPI falls below 110.9, the cost-of-living allowance will be 0. <sup>2</sup> Skilled occupations (except patternmakers and die sinkers) received an additional 10 cents an hour, and patternmakers and die sinkers received 20 cents additional.
Sept. 7, 1953-----	1 cent an hour increase-----	Quarterly adjustment of cost-of-living allowance.

See footnotes on preceding page.

B—Hiring and Minimum Job Rates (Detroit Plants)<sup>1</sup>

Effective date	Hiring and minimum job rate <sup>2</sup>	Effective date	Hiring and minimum job rate <sup>2</sup>
Mar. 3, 1952-----	\$1. 555	Dec. 1, 1952-----	\$1. 605
June 1, 1952-----	1. 595	Apr. 13, 1953-----	1. 595
June 2, 1952-----	1. 585	June 1, 1953-----	1. 645
Sept. 1, 1952-----	1. 615	Sept. 7, 1953-----	1. 655

<sup>1</sup> Applicable to lowest-paid classification.<sup>2</sup> Includes cost-of-living allowance.

## C—Related Wage Practices

Effective date	Provision	Applications, exceptions, and other related matters
<i>Insurance Benefits</i>		
June 1, 1953 (by agreement of May 25, 1953).	-----	Each employee in California plants allowed option of subscribing to Permanent Comprehensive Hospital and Medical Care Plan instead of the Blue Cross-Blue Shield Plans.
<i>Retirement Benefits</i>		
June 1, 1953 (by agreement of May 25, 1953).	Changed to: Normal retirement benefits for employees with 10 or more years' service to be the greater of (a) \$1.75 a month for each year of service up to 30 years—to be supplemented by Federal social security benefits (maximum pension \$137.50 a month including primary old-age benefits), or (b) \$125 a month including primary old-age benefits under the Federal Social Security Act for employees retiring after 30 or more years' service with proportionately reduced benefits for employees with less than 30 years' service. No change in pension benefits for employees having less than 10 years of credited service. Pension benefits for these workers computed under formula (b) above.	New pension benefits applicable to workers already retired as well as to present employees who retire in the future. Blue Cross and Blue Shield insurance available to retired employees at group rates. Retiring employees (automatically retired or retired by disability) to receive accrued vacation pay.

# Recent Decisions of Interest to Labor<sup>1</sup>

## Wages and Hours<sup>2</sup>

*Bank-Building-Maintenance Employees—FLSA Coverage.* A United States court of appeals, in granting an injunction against an employer, held<sup>3</sup> that maintenance employees of a bank were engaged in production of goods for commerce within the meaning of the Fair Labor Standards Act. These employees serviced a building owned by the bank and occupied by it and by branch offices of out-of-State insurance companies.

The bank prepared and processed all types of commercial paper such as checks, drafts, stocks, and bonds, and the insurance offices received and transmitted insurance applications and policies and premium and benefit payments, engaging in extensive correspondence with their home offices in connection with that work. The building's occupants were, therefore, engaged in the production of goods for interstate commerce. Services of the maintenance employees being "indispensable" to the activities of the building's occupants, they were, the court held, engaged in a "closely related process or occupation directly essential to the production" of such goods.

This situation was distinguished by the court from those cases in which it has been held that building-maintenance employees are not "engaged in commerce."

## Labor Relations

*Back-Pay Award Held Excessive.* A National Labor Relations Board order fixing the back pay of a wrongfully discharged employee was set aside<sup>4</sup> by a United States court of appeals and sent back to the Board. The employee involved was an unskilled laborer.

The court questioned the substantial award by the NLRB, which had been made on the theory that the employee, having registered with the

State unemployment agency, was not bound to make any further showing of diligence to secure other employment. Such an award, the court held, should be no more than the difference between what he could have earned by working for the employer had he not been wrongfully discharged and "what he could have earned elsewhere if he had used due diligence to secure other employment."

*Discharge of Wildcat Strike Leaders Upheld.* Overruling an NLRB order, a United States court of appeals held<sup>5</sup> that an employer did not violate the Labor Management Relations (Taft-Hartley) Act by discharging three employees who had instigated an unauthorized work stoppage.

According to a statement by one of the employees involved they led the illegal walkout in an effort "to put a little heat" on the union negotiators who were then bargaining with the employer. The record disclosed no evidence that the "wildcat strike," in which but a small number of employees participated, was called to enforce any demands upon the employer.

Under the facts and circumstances shown, the court held, the work stoppage was not such a concerted activity for mutual aid and protection as to be within the coverage of section 7 of the act.

*NLRB Order Against Former Owner of Employer's Business.* A United States court of appeals declined<sup>6</sup> to enforce an NLRB order as to an employer's unfair labor practices against a bona fide purchaser of the employer's business. The successor's operations, the court found, were not "merely a disguised continuance of the old employer" for the purpose of evading the NLRB order.

<sup>1</sup> Prepared in the U. S. Department of Labor, Office of the Solicitor.

The cases covered in this article represent a selection of the significant decisions believed to be of special interest. No attempt has been made to reflect all recent judicial and administrative developments in the field of labor law or to indicate the effect of particular decisions in jurisdictions in which contrary results may be reached, based upon local statutory provisions, the existence of local precedents, or a different approach by the courts to the issue presented.

<sup>2</sup> This section is intended merely as a digest of some recent decisions involving the Fair Labor Standards Act and the Portal-to-Portal Act. It is not to be construed and may not be relied upon as interpretation of these acts by the Administrator of the Wage and Hour Division or any agency of the Department of Labor.

<sup>3</sup> *Union National Bank of Little Rock v. Durkin* (C. A. 8, Nov. 6, 1953).

<sup>4</sup> *NLRB v. Pugh & Barr, Inc.* (C. A. 4, Oct. 14, 1953).

<sup>5</sup> *Harnischfeger Corp. v. NLRB* (C. A. 7, Oct. 26, 1953).

<sup>6</sup> *NLRB v. Birdsall-Stockdale Motor Co.* (C. A. 10, Nov. 5, 1953).

The test in such cases, the court held, is the actual relationship between the employer and his successor and not the mere use of the term "successors and assigns" in an NLRB order. While it is important to effectuate the policy of the NLRB, the court found equally important considerations of public policy which require that a successor should not be charged with his predecessor's wrongs without adequate opportunity for defense.

**No Illegal Surveillance.** Although a United States court of appeals took note of the need for maintaining the spirit and intent of the LMRA, it modified<sup>7</sup> an NLRB order in several respects. The employer, whose plant had not previously been organized, was charged with having unlawfully interfered with his employees' rights of self-organization.

As to an isolated instance of surveillance, evidence that the employer had driven past a union's meeting place, the court held, was insufficient to support the charge of an unlawful practice.

A foreman's statement that there would be less work if a union came in, the court said, did not justify the Board's finding as to unlawful interference. The court found that the statement was merely an expression by the employer's foreman of his opinion that certain work allocations would not be permitted under a union contract.

The court also overruled the NLRB finding as to the discharge of certain employees for participation in union activities, holding that the charge was not supported by the evidence. Instead, the court said, the discharges were explained by the completion of certain phases of work at the plant.

Upheld by the court, however, was the NLRB finding as to unlawful intimidation of an employee by a foreman who told her that she would likely be fired if it became known that she had joined the union.

**Employer's Duty To Furnish Data.** An employer is required by the LMRA, a United States court of appeals held,<sup>8</sup> to make available to the union

certain time-study data. In this instance, an employer company had such information and used it to set up work standards. The court ruled, however, that the provisions of the act do not oblige an employer to open his plant to the union's representatives for an independent time study. To hold that such an obligation exists, the court found, would permit an "invasion" of the employer's property by the union to assemble new data for the formulation of new standards. The court held that, if given a fair opportunity to study the employer's data, the union could determine its position regarding the contract.

**Reinstatement.** A United States court of appeals required<sup>9</sup> reinstatement with back pay of an employee who had picketed customers of his employer during an unfair-labor-practice strike and had urged them not to purchase his employer's products. Such conduct, the court held, did not make reinstatement of this employee inconsistent with the policies of the LMRA.

Additional duties had been assigned in the meantime to the job involved. The court, however, upheld the NLRB findings as to the competency of the employee to fulfill these tasks.

**Unlawful Interference by Employer.** (1) A United States court of appeals sustained<sup>10</sup> an NLRB order finding an employer in violation of sections 8 (a) (1) and 8 (a) (3) of the LMRA regarding self-organization. The employer, the court ruled, had unlawfully interrogated the employees as to their union activities, had threatened and coerced them, and had discouraged union membership by discrimination as to the discharge and reinstatement of certain employees. The employer was held liable also for "threats" made by supervisory employees as to the withdrawal of certain employee benefits if the shop was unionized. The discharge of an employee, who had been one of the leaders in the drive to organize the union, because of her union activities, was unlawful discrimination, the court ruled. The employer violated the act also by refusing to reinstate an employee who had filed a discrimination charge against the employer.

(2) Another court of appeals ordered<sup>11</sup> enforcement of an NLRB order against an employer for interference with his employees' right to self-organization. The employer violated the act, it was held, by interrogation of the employees as

<sup>7</sup> *NLRB v. Falls City Creamery Co.* (C. A. 8, Nov. 10, 1953).

<sup>8</sup> *NLRB v. Otis Elevator Co.* (C. A. 2, Nov. 10, 1953).

<sup>9</sup> *NLRB v. Crowley's Milk Co.* (C. A. 3, Nov. 13, 1953).

<sup>10</sup> *NLRB v. Syracuse Stamping Co.* (C. A. 2, Nov. 10, 1953).

<sup>11</sup> *NLRB v. General Shoe Corp.* (C. A. 6, Oct. 22, 1953).

to their union membership and activities. The evidence showed that this interrogation had been so accompanied by implied threats of reprisal and promise of economic benefit as to constitute unlawful coercion and restraint.

*NLRB's Statement of Policy Overruled.* A Federal district court, denying the NLRB's motion for dismissal of a complaint by the International Fur and Leather Workers' Union, granted<sup>12</sup> a preliminary injunction restraining enforcement of the Board's October 23, 1953, Statement of Policy.

The president of the Fur and Leather Workers' Union was indicted August 29, 1953, for the filing in 1950 of an allegedly false affidavit under section 9 (h) of the LMRA. A plea of not guilty was entered by the union president on September 4, 1953. Subsequent to the indictment, which is still pending and undetermined,<sup>13</sup> the NLRB issued its Statement of Policy providing that representation proceedings involving unions which have officers under such indictment were to be held in abeyance pending the outcome of the indictment. Immediately after the promulgation of this policy on October 23, the NLRB applied it to the Fur and Leather Workers' Union, refusing to process representation petitions involving the union, or to allow it to participate in elections except subject to the conditions of the stated NLRB policy.

The court, in granting the injunction asked by the union, found the NLRB to be without statutory authority to "suspend, limit or restrict the compliance status of a union by reason of the indictment of one of its officers for filing a false affidavit under section 9 (h) of the Act."

*Effect of Preelection Statement as to Nonrecognition.* The NLRB refused<sup>14</sup> to set aside an election (which a union had lost) because of a preelection statement by an employer's attorney that the union would not be recognized even if it won. Such a statement was regarded by the Board as but an expression of the employer's legal position.

This holding reversed, at least in part, a 1950 decision of the NLRB<sup>15</sup> that an employer's statement designed to impress upon employees the futility of voting for a union was ground for voiding the election.

In the instant case, a series of preelection letters to the employees were held to be privileged free speech under section 8 (c) of the LMRA. Such letters, therefore, were not regarded as interference with the employees' freedom of choice. In appraising the effect of these letters, the Board did not regard as material any independent coercive conduct by the employer.

*Refusal To Bargain.* A change of position regarding union security provisions during extended bargaining negotiations was not, the NLRB held,<sup>16</sup> a refusal to bargain. Prior to completion of the negotiations (on August 7, 1951), the employer had learned of a change in sentiment among the employees as to the union which had been certified, and he therefore would not agree to include union-security provisions in the contract. He had also learned of the then pending amendment to the LMRA (effective October 22, 1951), eliminating the election requirement for establishment of a union shop. He later (July 1952) refused to contract with the union.

The Board, in October 1953, dismissed a complaint by the union, noting "the absence of any independent evidence of bad faith on the part of the employer." This holding is a reversal of an earlier "proposed decision," by a panel of the Board, which had concluded that the employer's action was intended to undermine the union.

Since the union's certification period had expired during the 14 months of negotiations, the Board upheld the employer's refusal to contract. The employer was regarded as having a "valid basis for good faith doubts as to the union's continuing majority representation."

*Board's Jurisdictional Policy Changes.* Departing from its previously established policy as to public utilities, the NLRB dismissed<sup>17</sup> a representation petition involving employees of a rural electric cooperative. It had been the policy of the Board

<sup>12</sup> *International Fur and Leather Workers' Union of the United States and Canada v. Farmer, et al.* (D. C., Dist. of Col., Nov. 23, 1953).

<sup>13</sup> In late December 1953.

<sup>14</sup> *In re National Furniture Mfg. Co. Inc.* (106 NLRB No. 228, Oct. 22, 1953).

<sup>15</sup> *In re Metropolitan Life Insurance Co.* (90 NLRB No. 129, July 12, 1950).

<sup>16</sup> *In re Vulcan Steel Tank Corp.* (106 NLRB No. 222, Oct. 22, 1953).

<sup>17</sup> *In re Inter-County Rural Electric Cooperative Corp.* (106 NLRB No. 238, Oct. 28, 1953).



for the past 3 years to assert jurisdiction in all cases involving enterprises "engaged in commerce or in operations affecting commerce."

The employer was a public utility, "engaged in commerce" within the meaning of the act. The Board, however, regarded the transactions of the cooperative, which were almost exclusively with its rural consuming members, as being essentially intrastate in character. Such activities, the Board held, did not have a sufficient impact upon interstate commerce to justify the assertion of jurisdiction. Member Murdock dissented, noting that the NLRB had previously taken jurisdiction over many similar rural electric cooperatives.

*"Part-Time" Guards are Excluded.* Watchmen performing duties as guards for only 25 percent of their time were excluded<sup>18</sup> by the NLRB from a bargaining unit of nonguard employees. Such employees, the Board held, are "guards" within the meaning of section 9 (b) (3) of the LMRA, and the same policy considerations prompting special treatment are applicable to employees engaged in such work on either a part-time or a full-time basis.

The Board ruled, however, that the nature of their duties as guards controls in such cases, and not the percentage of time spent in such duties. Prior decisions that such part-time guards are not guards under the act are thus overruled. Member

Murdock concurred, noting that the Board's action adopted his dissent of 6 years before (in which he was then joined by ex-member Reynolds) in the Radio Corp. of America case.<sup>19</sup>

*Family Relationship No Bar to Inclusion in Bargaining Unit.* The NLRB now holds<sup>20</sup> that the coincidence of family relationship between an employer and employee is not "in and of itself" a sufficient ground for the exclusion of such employees from a bargaining unit. Under this ruling a brother, brother-in-law, and 2 nephews, and also 2 nephews and 2 nieces by marriage, were permitted to vote in an election involving a production and maintenance unit.

Under its discretionary powers the Board had over a period of years excluded certain relatives of the employer from a bargaining unit for lack of a "sufficient community of interest" with other employees of the unit. A reexamination of this policy by the Board, however, resulted in the conclusion that its automatic application did not warrant continuation. In the absence of evidence that they had a special status, because of their relationship, which allied their interests with those of management, such employees were thus entitled to vote in a representation election which the Board directed.

Member Murdock dissented, however, regarding the former practice as a "salutary" one, the "special status" of such employees being, in his opinion, almost incapable of proof:

<sup>18</sup> *In re Walterboro Mfg. Corp.* (106 NLRB No. 241, Oct. 30, 1953).

<sup>19</sup> *In re Radio Corp. of America* (76 NLRB No. 115, Mar. 19, 1948).

<sup>20</sup> *In re Adam D. Gottil, et al., d. b. a. International Metal Products Co.* (107 NLRB No. 23, Nov. 16, 1953).

# Chronology of Recent Labor Events

## November 4, 1953

AFTER negotiations between representatives of the railroads and the 15 "nonoperating" railroad unions on the unions' demands for changes in "fringe" benefits had become deadlocked, the railroads unexpectedly filed suit in Federal District Court at Chicago (Ill.) for a declaratory judgment on whether three demands which they challenged—those for life insurance, health and welfare benefits, and free transportation—were proper subjects for collective bargaining under the Railway Labor Act. Thereupon the unions notified the National Mediation Board of the carriers' refusal to negotiate. (Source: New York Times, Nov. 5, 1953; Labor, Nov. 7, 1953.)

THE Federal Court of Appeals at New Orleans, in the case of *National Labor Relations Board v. Fuchs Baking Co.*, denied enforcement of a Board order, holding, in part, that mere interrogation of a few employees by a superintendent concerning their union membership and activities was not of itself unlawful interference with their right to organize, but rather, in the absence of evidence of antiunion conduct or of coercion of any kind, indicative of "a natural business interest." (Source: Labor Relations Reporter, Nov. 16, 1953, 33 LRRM, p. 2063.)

## November 5

THE Federal Court of Appeals at Denver, Colo., declined to enforce against a successor company a Board collective bargaining order originally issued against an employer, in the case of *National Labor Relations Board v. Birdsall-Stockdale Motor Co. et al.* It held the test of enforceability against the successor to be his relationship to the employer—in this case a bona fide successor and not a device through which the employer sought to evade the order. The court rejected the Board's theory that the policies of the Taft-Hartley Act could be effectuated only by enforcing the original order against the successor, holding that "equally important considerations of public policy require" that the successor "should not be charged with the wrongs" of his predecessor without due process of law. (Source: Labor Relations Reporter, Nov. 23, 1953, 33 LRRM, p. 2086.)

THE New Jersey Supreme Court, in the case of *Campbell Soup Co. v. Board of Review*, held that New Jersey employees of the company who had been compelled by pension provisions of a union contract to retire at age 65 did

not leave work "voluntarily without good cause" and therefore were not disqualified for benefits under the New Jersey unemployment compensation act. According to the court, they had no alternative but to submit to the employer's retirement policy. (Source: U. S. Law Week, Nov. 17, 1953, 22 LW, p. 2213.)

## November 9

A 3-JUDGE Federal statutory court at New York unanimously upheld the constitutionality of the provision in the Bi-State Waterfront Commission Act (see Chron. item for Aug. 12, 1953, MLR, Oct. 1953) requiring longshoremen to register to be eligible for employment in the Port of New York after December 1, 1953. The test case had been brought by the International Longshoremen's Association (Ind.). (Source: New York Times, Oct. 16 and Nov. 10, 1953.)

## November 16

THE Congress of Industrial Organizations opened its 15th annual convention at Cleveland, Ohio. On November 19, despite an appeal made by U. S. Secretary of Labor James P. Mitchell to the convention on the previous day for endorsement of a revision of the Taft-Hartley Act (as envisaged by the administration), the delegates unanimously demanded the repeal of the act (for the 6th year) and called for a new labor law modeled on the old Wagner Act. (Source: CIO News, Nov. 16, 1953; and New York Times, Nov. 20, 1953; for discussion, see p. 7 of this issue; see also subsequent Chron. item for Nov. 17.)

THE NLRB discontinued (3 to 1) the policy of automatically excluding close relatives of management officials from bargaining units by adopting a new rule in the representation case of *Adam D. Goettl et al., d. b. a. International Metal Products Co.*, Phoenix, Ariz., and *United Steelworkers of America* (CIO). Such relatives (except spouses and children who remain excluded, or those otherwise disqualified, under the Taft-Hartley Act) are to be included in bargaining units with other employees unless it is shown that because of family kinship such an employee "enjoys a special status which allies his interests with those of management." (Source: Labor Relations Reporter, Nov. 23, 1953, 33 LRRM, p. 1055.)

THE Supreme Court of the United States denied review in the case of *Reed & Prince Mfg. Co.*, Worcester, Mass., v. *National Labor Relations Board*, thereby in effect sustaining the finding of the Board, upheld by a lower court, that the employer had not bargained in good faith with a certified union. The court cited the employer's failure to fulfill the requirement that he make "some reasonable effort in some direction to compose his differences with the union"; he had rejected, either outright or tacitly, practically all the union's proposals, his only contract offer being one which he had every reason to believe would be unacceptable. (Source: U. S. Law Week, Nov. 17, 1953, 22 LW, p. 3132; and Labor Relations Reporter, June 22, 1953, 32 LRRM, p. 2225.)

### November 17

THE CIO convention ratified the "no-raiding-of-membership" agreement with the AFL (see Chron. item for Sept. 25, 1953, MLR, Nov. 1953), thus automatically putting the pact into effect on January 1, 1954, for those affiliates of both organizations which subsequently sign it. (Source: New York Times, Nov. 18, 1953.)

BENJAMIN F. FAIRLESS, chairman of the United States Steel Corp., and David J. McDonald, president of the United Steelworkers of America (CIO), began an unprecedented series of visits to the company's major mills throughout the country in the interest of more harmonious labor-management relationships at the plant level. (Source: New York Times, Nov. 17 and 18, 1953.)

### November 18

AN arbitration panel awarded a 40-hour week and a 26½-cent-an-hour wage increase (primarily to maintain the current level of earnings under reduced hours) to most of the 8,000 employees of private bus lines in New York City—members of Transport Workers Union of America (CIO)—in settlement of their strike (see Chron. item for Jan. 28, 1953, MLR, Mar. 1953). (Source: New York Times, Nov. 19, 1953.)

AT A SPECIAL "clean-up" convention of the International Longshoremen's Association (Ind.) held in Philadelphia, Joseph P. Ryan resigned as life president and was chosen by the delegates to be president emeritus at a \$10,000-a-year "irrevocable" pension. Captain William V. Bradley, head of the ILA's tugboat division, was elected to succeed him. On the previous day, the convention had held President Ryan, under indictment for misappropriating union funds, free from all guilt. Before adjourning, the convention authorized the executive council to initiate negotiations for affiliation or reaffiliation of the ILA with some parent trade-union group, final action to be subject to a membership referendum; whereupon, the council reactivated a 7-man committee for this purpose. (Source: New York Times, Nov. 19, 1953.)

### November 21

WALTER P. REUTHER, President of the CIO, announced executive board approval of the merger of the United Optical & Instrument Workers of America, one of the smallest CIO unions, with the International Union of Electrical, Radio & Machine Workers (CIO). Some of the optical workers will go into the Federation of Glass, Ceramic & Silica Sand Workers (CIO). (Source: New York Times, Nov. 22, 1953.)

### November 23

THE Federal District Court in the District of Columbia, in the case of *International Fur & Leather Workers' Union*

of U. S. & Canada (Ind.) v. *Farmer et al.* as members of NLRB, enjoined the Board from applying to the union its policy of holding in abeyance certification of a union having an officer under indictment for filing a false non-Communist affidavit under the Taft-Hartley Act (see Chron. item for Oct. 15, 1953, MLR, Dec. 1953). (Source: Labor Relations Reporter, Nov. 30, 1953, 33 LRRM, p. 2142; for discussion, see p. 60 of this issue.)

### November 24

THE NLRB unanimously vacated earlier decisions and orders directing 2 California companies to bargain with Local 1421 of the United Electrical, Radio & Machine Workers of America (Ind.). The actions followed an administrative determination that, at the time complaints were issued against the employers, the local had improperly failed to designate its trustees as officers and to file non-Communist affidavits for them. The firms were Square D Co., Los Angeles (see Chron. item for June 2, 1953, MLR, Aug. 1953), and Pryne & Co., Inc., Pomona. (Source: Labor Relations Reporter, Dec. 7, 1953, 33 LRRM, pp. 1087, 1088.)

### November 30

THE Federal Wage and Hour Administrator, under the Fair Labor Standards Act, approved new minimum hourly wage rates for employees in the costume jewelry division of the button, buckle, and jewelry industry in Puerto Rico, effective January 4, 1954. The rates were set at 50 cents for the costume jewelry hair ornament division of the industry (old rate, 45 cents), and 36 cents for the costume jewelry general division (old rates, 30 and 45 cents).

The Administrator also approved, under FLSA, a rate of 40 cents (old rate, 35 cents) in the shoe manufacturing and allied industries in Puerto Rico, effective January 4, 1954. (Source: Federal Register, Dec. 4, 1953, p. 7820.)

THE NLRB refused (3 to 1) to take jurisdiction in the case of a firm conceded to be engaged in "commerce" within the meaning of the Taft-Hartley Act, because its operations had "insufficient impact on interstate commerce." Although the volume of the employer's direct deliveries (for his distributor and sole customer) to firms engaged in interstate commerce met the Board's jurisdictional criterion (of more than \$50,000 annually) established in 1950 (see Chron. item for Oct. 6, 1950, MLR, Nov. 1950, and p. 574 of that issue), the Board held that he was "twice removed from interstate commerce," and that therefore the volume of business, being entirely intrastate, was immaterial. The case involved was *Thomas W. Brooks and Collin Brooks, d. b. a. Brooks Wood Products*, Mio, Mich., and *International Union, United Automobile, Aircraft & Agricultural Implement Workers of America (CIO)*. (Source: Labor Relations Reporter, Dec. 7, 1953, 33 LRRM, p. 1104.)

# Developments in Industrial Relations<sup>1</sup>

THE WORK STOPPAGE at plants of North American Aviation, Inc., continued throughout the month and an uneasy peace, imposed by an 80-day injunction, hovered over the New York waterfront. Scattered settlements occurred in some industries, while in others, such as at the daily newspapers in New York City, work stoppages developed. The 15th annual convention of the CIO ratified a previously negotiated AFL-CIO "no-raiding" pact and the AFL Machinists and Carpenters began talks intended to ease their longstanding jurisdictional controversies. In one of the country's basic industries—steel—officials of the U. S. Steel Corp. and the United Steelworkers (CIO) began a series of plant tours designed to encourage improved labor-management relations.

## Aircraft

The strike of the United Automobile Workers (CIO) at plants of North American Aviation, Inc., in Los Angeles and Fresno, Calif., and Columbus, Ohio, continued into December. According to the company, about a third of the 32,000 employees who stopped work on October 23 were back at work by the end of November. The union filed an unfair labor practice complaint with the NLRB when the company unilaterally raised wages of returning workers by the same amount previously put into effect for unorganized workers.<sup>2</sup>

Elsewhere in Southern California aircraft centers, negotiations between the AFL Machinists and the Douglas Aircraft Co. resulted in the acceptance by the El Segundo local of a company offer which was rejected by the Santa Monica local. However, the IAM members at Santa Monica refused to authorize strike action and continued their bargaining. In 1952, the Douglas-

Santa Monica machinists were the first to accept a company wage proposal, and the El Segundo local went on strike.

At Lockheed Aircraft Co. in Burbank, Calif., IAM-AFL members also rejected an offer similar to that made by Douglas. Here, too, the membership reportedly refused to authorize strike action and negotiations continued.

The Douglas-El Segundo agreement, covering about 14,000 employees, was signed November 10 and was made retroactive to October 19. The settlement included, among other benefits, a 5-cent hourly increase for all employees and incorporation of 2 cents of the present 3-cent cost-of-living allowance into the basic wage structure.

Another settlement involved the Hughes Aircraft Co. and an AFL Aircraft Workers Union. A 2-year agreement provides for a 5-cent general wage increase and a 1-cent cost-of-living allowance, as well as other benefits. The union represents about 8,000 of the company's 15,000 employees. The company announced extension of identical benefits to employees not covered by the contract. Northrop Aircraft, Inc., at Hawthorne, Calif., also announced a 5-cent hourly increase to its 15,500 hourly rated employees, on November 17.

## Shoes

New contracts covering 18,000 AFL and CIO employees of International Shoe Co. in 50 plants were negotiated without provision for any general wage increases. The agreements provide, however, that wages are to be adjusted semiannually for the next 2 years on the basis of the BLS Consumer Price Index, but no reduction below presently existing wage rates is permitted should living costs decline. The agreements also provide for company payment of the cost of a hospitalization, medical, and accident insurance program.

Brown Shoe Co. and the AFL Boot and Shoe Workers Union subsequently agreed on a new contract with similar terms. Negotiations have also been opened between Brown Shoe Co. and the CIO United Shoe Workers, although current contracts do not expire until next spring. The two unions represent approximately 8,500 workers at a number of Brown Shoe Co. plants. In the

<sup>1</sup> Prepared in the Bureau's Division of Wages and Industrial Relations.  
<sup>2</sup> See *Monthly Labor Review*, December 1953 (p. 1324).



Lewiston-Auburn, Maine, area, shoe manufacturers extended for 1 year the present agreement covering 3,500 workers represented by an independent union. The New York Shoe Board of Trade, representing manufacturers of women's shoes, also reached agreement early in November with the United Shoe Workers (CIO), representing about 2,500 workers. Details of the settlement, which provided wage increases and pension adjustments, are not available.

### Apparel

The Ladies' Garment Workers (AFL) and the William Carter Co., manufacturers of knitted underwear, renewed an agreement covering plants in Springfield and Gilbertville, Mass. The new agreement includes an unusual "guarantee of employment" provision which states that, should a reduction in employment become necessary, the firm will curtail the work force in its southern (unorganized) plants by the same percentage as in its northern shops. (The firm employs 1,500 workers in the South and 900 in Massachusetts.) The contract expires in 1956, but the "guarantee" provision extends until 1958. Other contract adjustments include a 5-percent wage increase, retroactive to August 21, 1953, and an additional 5-percent increase in August 1955; establishment of a 35-hour workweek, with overtime after 37½ hours, and an increase in the number of annual paid holidays from 5 to 6, beginning in August 1954.

### Transportation

*Pacific Electric Railway Co.* A different form of job protection emerged from an agreement covering employees affected by the sale of Pacific Electric Railway Co.'s passenger service to the Metropolitan Coach Lines of Los Angeles. Negotiated by the 2 companies and 12 unions representing their employees, the agreement provides allowances for displacement, dismissal, and moving expenses, as well as protection of such other benefits as free transportation, pensions, and hospitalization, if the employee is adversely affected as a result of the sale. A monthly "displacement" allowance to compensate retained employees for any reduction in earnings may be paid over a period up to 4 years, depending upon the employee's length of service. Similarly,

workers who lose their jobs are entitled to "dismissal" allowances, also payable over a 4-year period, except that the separated employee may elect a lump-sum payment based on length of service and previous earnings. In addition, a separate agreement between the parties covering job transfers and related matters provides that, subject to specified conditions, employees may exercise seniority at both companies for a period up to 4 years.

The employee protection agreement is generally similar to one entered into in 1936 by virtually all class I steam railroads and the labor organizations representing their employees. This agreement, often termed the "Washington Job Protection Plan," provided allowances and other protection for employees affected by mergers, consolidations, or coordinations.

*New York City Bus Lines.* An arbitration panel on November 18 awarded a 40-hour week and hourly pay increases up to 26¼ cents to approximately 8,000 employees of privately operated buslines in New York City represented by TWU (CIO). The major portion of the increase was intended to maintain take-home pay at the same level as under the previous 44- or 48-hour work assignments. The award touched off renewed demands for a fare increase; the arbitrators had expressed their opinion that a fare rise and relief from franchise taxes appeared necessary if some of the companies were to avoid bankruptcy. The arbitration proceeding grew out of a 28-day strike last January.

Meantime, the New York City Transit Authority and the Transport Workers Union (CIO) settled their dispute over curtailed or "economy" off-peak schedules for city-owned transit lines on the basis of recommendations by New York State Supreme Court Justice Walter R. Hart. However, new difficulties in wage negotiations with the Transit Authority were indicated by Michael J. Quill, union president. He declared that the top rate of \$2 an hour for bus drivers set by the arbitration panel in the dispute between the TWU and the private buslines would become "a floor—not a ceiling" in negotiations with the Transit Authority scheduled to begin December 1, 1953. The union proposed a package of demands estimated to average 40 cents an hour, including a 25-cent hourly pay increase and improvements

in pension, holiday, hospitalization, and other benefits.

### New York Newspapers

A dispute between 400 members of the Photo-Engravers' Union (AFL) and 6 major New York City newspapers—the Times, Post, Daily News, Daily Mirror, Journal-American, and the World-Telegram and Sun—led to a strike on November 28 after the union rejected the employers' proposal to arbitrate. Approximately 20,000 other employees of the newspapers refused to cross picket lines and the papers ceased publication. The Photo-Engravers were seeking a \$15 weekly "package" increase, including wages, pensions, and welfare insurance; the employers offered a \$3.75 weekly "package," including a wage increase, an additional holiday, and an added contribution for welfare insurance.<sup>3</sup> The New York Herald-Tribune, which was not directly involved in the dispute because its photoengraving is done by a commercial plant, announced on November 30 that it was suspending publication until further notice "because it is clear that the continued publication of the Herald-Tribune is being used as an instrument to obstruct normal collective bargaining."

### Longshore Developments

Joseph P. Ryan resigned on November 18 as president of the International Longshoremen's Association after holding office for 26 years. This action occurred during a special convention of the union held in Philadelphia on November 16-18. Acknowledging that his "continuation as president may well stand in the way of the future welfare of the ILA, both in its relationship with the rest of the labor movement and otherwise," Mr. Ryan stepped down to become president emeritus at an irrevocable annual pension of \$10,000. In his place, convention delegates unanimously elected Captain William V. Bradley, head of ILA's tugboat division.

The union's executive council, following the convention, revived a 7-man committee to explore the possibilities of ILA affiliation with a parent organization. Overtures by the committee, as well as by a delegation of local and State AFL leaders from the metropolitan area, were rebuffed by AFL President George Meany.

Meanwhile, NLRB hearings on a representation election among dockworkers continued in New York. The newly chartered AFL union contended that the representation unit for the first election should embrace only longshoremen in the Port of New York. The ousted and now unaffiliated ILA proposed that the unit include the approximately 40,000 dock and related workers from Portland, Maine, to Hampton Roads, Va. The New York Shipping Association, representing the employers, urged the Board to set up a representation unit consisting of virtually all crafts or categories of dockworkers—approximately 25,000—in the Port of New York. It submitted data showing that 24,165 men (including 19,056 longshoremen) had worked at least 700 hours on the docks in the Port of New York during the contract year ended September 30.

Earlier in November, a Federal court upheld the provisions of the New York-New Jersey Waterfront Commission Compact requiring longshoremen to register with the Waterfront Commission in order to work on the docks after December 1. The court found that such a requirement was within the police power of the two States. Two days after the decision, the Ryan-led ILA, which had filed suit and had previously urged longshoremen to boycott the State employment centers, advised its members to register with the Commission in order to avoid exclusion from their jobs after December 1.

Employment information centers through which longshore jobs are to be filled were opened in mid-November for staff training purposes, with placement activities to begin December 1. Longshoremen could register for employment up to December 1, but those who filed after November 15 were required to submit a detailed registration form including fingerprints, photograph, and a notarized statement of any criminal record. The Commission reported that, as of November 30, 24,000 longshoremen had been cleared for work on the New York docks.

### Other Developments

Developments of a more constructive character also occurred during the month—both within the

<sup>3</sup> *Editor's Note.*—This strike ended in its eleventh day, December 8. The settlement provided for a \$3.75 "package" increase and for a fact-finding board to determine whether any additional increase is justified.

union movement itself and between labor and management. In the realm of union affairs, the CIO convention followed the AFL's earlier step in ratifying their previously negotiated "no-raiding" pact. The AFL Machinists and Carpenters met on Armistice Day to explore their longstanding jurisdictional difficulties and after an all-day session agreed to continue their discussions in mid-December.

Public attention was likewise focused upon the inauguration of a series of "good will" tours launched by Benjamin F. Fairless, chairman of the U. S. Steel Corp., and David J. McDonald, president of the United Steelworkers. Plans for such visits were first announced over a year ago by Mr. Fairless and the late Philip Murray, following the long steel strike in 1952. The first of the plant-by-plant visits covered the corporation's Cleveland-Lorain Mills. In explaining the general objectives of the tours, Mr. McDonald said the Steelworkers' union "really believes, and I'm sure U. S. Steel believes, that our industrial relations system has to work and has to work better. If our machinery [for settling grievances] collapses, or if it doesn't work properly . . . we are in for serious trouble. We have a good system and with this tour we hope to find a way we can improve it."

Later in the month at a Pittsburgh dinner meeting in honor of Mr. McDonald's 51st birthday, Mr. Fairless likewise addressed himself to the need of improved labor-management relations. Stressing the identity of economic interest, or "partnership," of employees and management in the successful operation of the vast facilities of the U. S. Steel Corp., Mr. Fairless said, in part:

. . . let us begin with the fact that earlier in this century labor fought an all-out war to establish the right of American workers to organize and to bargain collectively through representatives of their own free, voluntary choosing. That war ended more than 20 years ago, and labor won it decisively; but a surprising number of the combatants don't seem to know that the conflict is over, and they are still going around with great big chips on their shoulders—spoiling for a fight.

Now I happen to think that labor's victory in that cause was a fine thing for America. Today, union representation is not only an accepted part of our industrial system—it is, I think, a very necessary one, especially in our larger enterprises; and I firmly believe that if union representation were to disappear entirely, enlightened management in many industries would quickly welcome its revival in the interest of orderly and organized bargaining in the plants.

. . . unless we can improve our collective bargaining methods and wipe out this endless and senseless succession of strikes, the righteous wrath of public opinion will some day descend, with crushing force, upon both of our houses. . . .

# Publications of Labor Interest

EDITOR'S NOTE.—Correspondence regarding publications to which reference is made in this list should be addressed to the respective publishing agencies mentioned. Data on prices, if readily available, are shown with the title entries.

Listing of a publication in this section is for record and reference only and does not constitute an endorsement of point of view or advocacy of use.

## Special Reviews

*American Labor from Defense to Reconversion.* By Joel Seidman. Chicago, University of Chicago Press, 1953. 307 pp., bibliographical footnotes. \$5.50.

Mr. Seidman considers that World War II was a turning point in the composition and character of the labor movement. It was the labor legislation and sustaining court decisions of the thirties, protecting the right to organize and bargain collectively with the results embodied in written agreements, that gave the movement new life and impetus. During this era, American unions almost doubled their membership, and acquired proportional prestige and influence: "To all outward appearances the war period was one of steady growth in members and influence for the labor movement. Labor shortages, rising living costs, a sound legal base for organization, and vigorous union prosecution of War Labor Board cases combined to swell the membership of the American labor movement from approximately 10,500,000 at the time of the Pearl Harbor attack to about 14,750,000 when hostilities ended 3 years and 8 months later. The newer industrial unions established themselves securely, the older craft unions became even more strongly entrenched, collective bargaining spread to all corners of the land, and union officials grew in prestige and influence as members of Government advisory boards."

With the coming of peace, new situations and problems came to the fore: "... Government

controls were dismantled as rapidly as possible, and the spotlight shifted from War Labor Board hearings to collective-bargaining conferences and picket lines. Administration hopes for labor-management agreement on machinery to minimize strikes and settle labor disputes in the reconversion period were disappointed, as labor and management squared off instead for tests of economic strength. An enormous strike wave engulfed the country, as workers fought for substantial pay increases to maintain wartime take-home pay and as employers insisted that any pay rises be compensated for by price boosts. The pay rise hammered out in the key steel and General Motors strikes became a pattern that was widely copied throughout industry."

The author vividly describes the problems and processes of absorbing millions of new members into the labor organizations and the labor movement. He competently introduces historical background material which effectively illustrates the tremendous progress made by organized labor, both in membership gains and in benefits to the workers. He also expertly describes and analyzes the trials and tribulations of instituting and satisfactorily implementing collective bargaining in the newly organized areas. —DAVID J. SAPOSS

*A Guide to Keynes.* By Alvin H. Hansen. New York, McGraw-Hill Book Co., Inc., 1953. 237 pp., charts. \$3.75.

Keynes' *General Theory of Employment, Interest and Money* is a classic in the field of economic theory and should not be neglected by any serious student of the subject. However, the *General Theory* is difficult reading; the exposition is not always straightforward; many concepts are not fully amplified. Keynes, in spite of his brilliant writing in other fields, has often been criticized for careless writing in the *General Theory*. Professor Hansen is one of the most prominent Keynesians on the American scene. His *Guide to Keynes* is a guide in the true sense to this difficult classic. It is by no means a substitute for the original work. Following the outline of the original thesis, Hansen expertly elaborates the more difficult concepts as well as alternative and more familiar methods of analysis that could have been used. Thus, he shows that Keynes' analysis could have proceeded equally as well in constant-value dollars



as in constant-wage-unit dollars. The chapter on the "marginal propensity to consume and the multiplier" presents a number of alternative models useful in understanding the working of the system. Keynes was seriously negligent in not relating the *General Theory* to ideas of other economists. Hansen bridges this gap by reference to the work of Keynes' contemporaries and its relationship to his theory. Anyone reading Keynes in the original for the first time, as well as those wishing to study it more carefully, would do well to let Professor Hansen guide him through the more obscure sections of the *General Theory*.

—BENJAMIN LIPSTEIN

*The Whole Man Goes to Work: The Life Story of a Businessman.* By Henry Lightfoot Nunn. New York, Harper & Brothers, 1953. 214 pp., charts. \$3.

The personal story of Henry L. Nunn, former president (retired in 1947) of Nunn-Bush Shoe Co., whose wage plan has long been associated in the public's mind with the guaranteed wage. Some insight into the author's concept of labor as an "associate" of capital can be provided through a recounting of some of his major contributions toward the betterment of labor-management relations. He encouraged the organization of a union among his workers in 1915, when unionism was weak in the shoe industry. Piecework, considered to be detrimental to the employee and to the quality of product, was abolished during the same year. His company took the initiative in 1920 in reducing weekly hours from 48 to 40. A pay plan providing 52 pay checks a year was inaugurated in 1935. In 1936, a retirement fund financed through a profit-sharing formula was established and union representation was provided on the board of directors of the company.

The description of the Nunn-Bush "share the production" plan, a modification of the annual income plan adopted in 1935, outlines the objectives and coverage of a pay system whereby labor receives an agreed-upon percentage of the value which manufacturing adds to the cost of raw materials. Also of interest to many readers will be the author's sponsorship of promotions from within and early retirement, his rejection of paternalism, his comments on the causes of strikes, and his criticism of what he terms "labor's devotion to fixed wage rates."

—TOIVO P. KANNINEN

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## Housing and Construction Activities

*Let's Look At Housing: A Report on Housing Conditions in Selected Areas of St. Louis.* St. Louis, Mo., Housing Rehabilitation Coordinating Committee, 1953. 65 pp., charts, maps, survey forms.

Report on a survey and evaluation of St. Louis housing conditions, by means of the American Public Housing Association's housing appraisal method, made as the initial step in a housing rehabilitation program.

*New Construction—Expenditures, Labor Requirements, 1952.*

Washington, U. S. Department of Labor, Bureau of Labor Statistics, 1953. 23 pp.; processed. Free.

First supplement to the Bureau's report on "New Construction: Expenditures, 1915-51; Labor Requirements, 1939-51." The present report gives revised data for 1950 and 1951 as well as data for 1952.

*The Cost of House Construction: A Preliminary Study of Measures to Reduce Housing Costs and of the Development of the Building Industry.* Geneva, United Nations, Economic Commission for Europe, Industry and Materials Committee, Housing Subcommittee, 1953. 42 pp.; processed. (E/ECE/165; IM/HOU/51, Rev. 1.)

*Report on the Financing and Implementing of European Housing Projects.* By Jan Bommer. The Hague, International Confederation of Free Trade Unions, European Regional Organization, 1953. 29 pp.; processed.

*Workers' Housing Problem in Japan.* Tokyo, Ministry of Construction, Housing Bureau, 1953. 45 pp., chart, plans, illus.

## Industrial Accidents and Accident Prevention

*Injuries and Accident Causes in the Manufacture of Paper-board Containers.* By George R. McCormack. Washington, U. S. Department of Labor, Bureau of Labor Statistics, 1953. 59 pp., charts. (Bull. 1139.) 35 cents, Superintendent of Documents, Washington.

*Injury Experience in the Oil and Gas Industry of the United States, 1952.* By Nina L. Jones and Betty M. Wilson. Washington, U. S. Department of the Interior, Bureau of Mines, [1953]. 8 pp.; processed. (H. S. S. 424.)

*California Work Injuries, 1952.* San Francisco, Department of Industrial Relations, Division of Labor Statistics and Research, 1953. 47 pp., charts.

*An Aid to Accident Prevention: Medical Profile Classification of Bus Operators.* By Harold Brandaleone, M.D., and Gerald J. Friedman, M.D. (*In Industrial Medicine and Surgery*, Chicago, November 1953, pp. 520-524, bibliography. 75 cents.)

Describes an attempt to evaluate, by means of pre-employment and subsequent physical examinations, the physical and mental factors responsible for accidents.

*Coordination of State Safety Programs.* By Edward F. Staniford. Berkeley, University of California, Bureau of Public Administration, 1953. 27 pp., bibliography; processed. (1953 Legislative Problems, 6.) \$1.

Surveys the situation in other States as background to California's needs and proposals.

*Standards of the National Board of Fire Underwriters for the Storage and Handling of Liquefied Petroleum Gases as Recommended by the National Fire Protection Association.* New York, National Board of Fire Underwriters, 1953. 58 pp. (Pamphlet 58.)

*Statistical Information, 1949.* Rome, National Institute for the Insurance against Accidents at Work, 1952. 219 text pp.; statistical appendix (103 tables); charts, maps. In English.

Report on work accidents and occupational diseases in Italian industry and agriculture during 1949.

## Industrial Hygiene

*American Standard Specification for an Octave-Band Filter Set for the Analysis of Noise and Other Sounds.* New York, American Standards Association, Inc., 1953. 11 pp., bibliography, diagrams. (Z24.10-1953.)

*Noise in Industry.* By Aram Glorig, M.D. (In American Industrial Hygiene Association Quarterly, Chicago, September 1953, pp. 161-167, charts, diagrams. 75 cents.)

Discussion of ear anatomy and physiology, effects of noise, hearing conservation measures, and implications with respect to workmen's compensation for hearing loss.

*Chlorinated Solvent Degreasers—Recommended Practices for Safe Operation.* By George M. Hama. (In National Safety News, Chicago, October 1953, pp. 128-129, 160, et seq., charts, illus.)

*Methyl Chloride Intoxication.* By Howard Hansen, M.D., and others. (In A.M.A. Archives of Industrial Hygiene and Occupational Medicine, Chicago, October 1953, pp. 328-334. \$1.)

Clinical report on 15 cases of methyl chloride poisoning among workers in a synthetic rubber manufacturing plant.

*Threshold Limit Values [of Toxic Substances] for 1953.* (In A.M.A. Archives of Industrial Hygiene and Occupational Medicine, Chicago, September 1953, pp. 296-298. \$1.)

Values are given for the "maximum average atmospheric concentrations of contaminants to which workers may be exposed for an 8-hour working day without injury to health." These were adopted by the American Conference of Governmental Industrial Hygienists in April 1953.

## Industrial Relations

*Causes of Industrial Peace Under Collective Bargaining, Case Study 12: Atlantic Steel Company and United Steelworkers of America.* By Glenn W. Gilman and James W. Sweeney. Washington, National Planning Association, 1953. 101 pp. \$1.

*The Impact of Multi-Unit Bargaining on Industrial Relations.* By H. Ellsworth Steele. (In Southern Economic Journal, Chapel Hill, N. C., October 1953, pp. 130-144. \$1.25.)

*The Taft-Hartley Act in National Emergency Disputes.* By Donald E. Cullen. (In Industrial and Labor Relations Review, Ithaca, N. Y., October 1953, pp. 15-30. \$1.50.)

*Labor Courts in Germany.* By Morrison Handsaker. (In Arbitration Journal, New York, Vol. 8 (New Series), No. 3, 1953, pp. 131-133. \$1.50.)

## Labor and Social Legislation

*New York State Labor Legislation, 1953.* New York, Department of Labor, Division of Research and Statistics, 1953. 15 pp.; processed. (Special Labor News Memorandum 45.)

*La Nueva Legislación Social Argentina.* Compiled by Jerónimo Remorino. Buenos Aires, Ministerio de Relaciones Exteriores y Culto, 1953. 336 pp.

Synthesis of Argentine social legislation of the past 10 years.

*L'Assicurazione Obbligatoria degli Infortuni sul Lavoro e delle Malattie Professionali nell'Industria.* Rome, Istituto Nazionale per l'Assicurazione contro gli Infortuni sul Lavoro, 1953. 1,363 pp.

The text of current legislation and regulations applicable in the case of industrial work accidents and occupational diseases in Italy. Indexed analytically and chronologically.

*Labor Code of Pakistan.* By M. Shafi. Karachi, Pakistan Labor Publications, 1953. xx, 1,052 pp. Rs. 48 in Pakistan, 60 in foreign countries.

## Labor Organizations

*Annual Report by President Walter Reuther [to] 15th Constitutional Convention, Congress of Industrial Organizations, Cleveland, Ohio, November 16-20, 1953.* Washington, Congress of Industrial Organizations, 1953. 115 pp.

An article on the convention will be found on page 7 of this issue of the Monthly Labor Review.

*Report of the Executive Council of the American Federation of Labor to the 72d Convention, St. Louis, Mo., September 21, 1953.* Washington, American Federation of Labor, 1953. 347 pp.

An article on the convention appeared in the *Monthly Labor Review* for November (p. 1165).

*Insight and Illusion in Perlman's Theory of the Labor Movement.* By Charles A. Gulick and Melvin K. Bers. (*In Industrial and Labor Relations Review*, Ithaca, N. Y., July 1953, pp. 510-531. \$1.25.)

*The Telegraphers—Their Craft and Their Unions.* By Vidkunn Ulriksson. Washington, Public Affairs Press, 1953. 218 pp., bibliography. \$3.75.

A humanly written account of the course of unionism among telegraphers from 1863—within the lifetime of the inventor, Samuel F. B. Morse—to 1951. The author, a former member of the craft, describes the activities of the several separate and sometimes rival unions and their relations with the large commercial wire services.

*Die Österreichischen Gewerkschaften—Vergangenheit und Gegenwartsprobleme.* By Fritz Klenner. Vienna, Österreichischer Gewerkschaftsbund, 1953. Vol. II, 1148 pp., bibliography.

This volume of the history of the Austrian trade-union movement covers the period from 1928 to the beginning of 1953. Volume I, published in 1951, reviewed the development of the movement from its inception to the middle of 1928. A chronology of outstanding labor events during the entire period covered by these volumes is given in Volume II.

*Trade Union Rights in Czechoslovakia.* Geneva, International Labor Office, 1953. 45 pp. (Studies and Reports, New Series, No. 37.) 40 cents. Distributed in United States by Washington Branch of ILO.

Report of ILO Governing Body's Committee on Freedom of Association, prepared in response to complaints of the International Confederation of Free Trade Unions and the Workers' Group of the Governing Body that various measures taken by the Czechoslovak Government constituted a violation of trade-union rights.

*Annual Report of the Trade Unions Registry, Federation of Malaya, for the Year 1952.* By J. B. Prentis. Kuala Lumpur, 1953. 69 pp., map. 4s. 8d.

*Berättelse av Landsorganisationen i Sverige (LO) för År 1952 Avgiven till Representantkapets Årsmöte den April 23, 1953.* Stockholm, 1953. 333 pp., chart.

Report for 1952 of the Swedish Confederation of Trade Unions.

## Medical Care and Sickness Insurance

*Annual Survey [on] Accident and Health Coverage in the United States as of December 31, 1952.* [New York], Health Insurance Council, 1953. 31 pp., bibliography, charts.

*Catastrophe Insurance for Major Medical Expenses.* By Lois E. Forde. (*In Management Record, National Industrial Conference Board, Inc.*, New York, October 1953, pp. 358-360, 388-390.)

Includes a summary of main provisions of selected plans.

*History of the Movement for Compulsory Health Insurance in the United States.* By Maurice B. Hamovitch. (*In Social Service Review*, Chicago, September 1953, pp. 281-299. \$1.75.)

*Industrial Medicine and the Company Relations Program.* By R. B. O'Connor, M.D. Berkeley, California Personnel Management Association, Research Division, 1953. 10 pp.; processed. (Management Report 169.) \$1.

*The Worker as a Member of the Industrial Health Team.* Ann Arbor, University of Michigan, Institute of Industrial Health and School of Public Health, 1953. 40 pp. (School of Public Health Proceedings, 49.) \$1, University of Michigan Press, Ann Arbor.

Proceedings of the University of Michigan's fourth discussion on industrial health programs, December 12-13, 1952.

*Health and Welfare Plans in California Union Agreements, August 1953.* San Francisco, Department of Industrial Relations, Division of Labor Statistics and Research, 1953. 15 pp.; processed.

Summarized in this issue of the Review (p. 11).

*First Annual Report of the Medical Director to the Board of Directors, Union Eye Care Center.* By M. L. Stillerman, M.D. [Chicago, Union Eye Care Center], 1953. 4 pp.; processed.

## Older Workers and the Aged

*The Older Worker.* Washington, Bureau of National Affairs, Inc., 1953. 16 pp. (Personnel Policies Forum Survey 20.) \$1.

*Entry and Reentry of the Older Woman into the Labor Market: I, Older Women in the Labor Force*, by Mary N. Hilton; *II, Psychological Barriers to the Employment of Mature Women*, by Pearl C. Ravner. Washington, U. S. Department of Labor, Women's Bureau, 1953. 20 pp.; processed. (D-69.) Free.

From papers presented at sixth annual conference on aging, University of Michigan, Ann Arbor, July 8-10, 1953.

*The Retirement Handbook—A Complete Planning Guide to Your Future.* By Joseph C. Buckley. New York, Harper & Brothers, 1953. 329 pp. \$3.95.

*Should Reirement Supplement Retirement?* By Robert R. Updegraff. (*In Dun's Review and Modern Industry*, New York, November 1953, pp. 51-53, 72, et seq. 75 cents.)

## Pensions

*Administration of Pension Plans.* Washington, Bureau of National Affairs, Inc., 1953. 29 pp., forms. (Personnel Policies Forum Survey 21.) \$1.

*Pension Plans Under Collective Bargaining.* By Evan K. Rowe and Thomas H. Paine. Washington, U. S. Department of Labor, Bureau of Labor Statistics, 1953. 23 pp., charts. (Bull. 1147; reprinted from Monthly Labor Review, March, May, July 1953.) 20 cents, Superintendent of Documents, Washington.

*Private Pension Plans in Six Countries.* (In Social Security Bulletin, U. S. Department of Health, Education, and Welfare, Social Security Administration, Washington, August 1953, pp. 10-17. 20 cents, Superintendent of Documents, Washington.)

The six countries are Denmark, Norway, Sweden, Switzerland, Australia, and New Zealand.

*Folkpensioneringen Jämte Sjukkasvdsendet m. m. Åren 1939-1950.* Stockholm, Pensionsstyrelsen, 1953. 71 pp., chart.

Report of the Swedish Royal Pensions Board on national pensions and on sickness and other forms of insurance. In Swedish; table of contents and summary in English.

## Personnel Management and Practices

*Sixth Annual Industrial Relations Survey.* Chicago, Employers' Association of Chicago, 1953. 32 pp.

Based on information from 362 companies, with over 300,000 employees, the report covers practices with respect to holidays, vacations, sick leave, rest periods, guaranteed annual wage, incentive plans, union matters, etc., in 1952.

*"Merry Christmas"—With Cash.* By Jack O'Brien and Renaud Sherwood. (In Management Record, National Industrial Conference Board, Inc., New York, November 1953, pp. 398-401.)

A discussion of Christmas bonus practices among 183 companies, and a review of 32 company plans which paid such bonuses in 1952, with summary details of plans.

*Outline of Executive Development.* Compiled by Lee Stockford. Pasadena, California Institute of Technology, Industrial Relations Section, 1953. 46 pp., bibliography. (Bull. 23.) \$2.

*Recruiting the College Graduate—A Guide for Company Interviewers.* By Richard S. Uhrbrock. New York, American Management Association, 1953. 31 pp., bibliography. \$1.25.

*Directory of Local Personnel and Training Groups: 1953.* (In Personnel, New York, November 1953, pp. 208-217. \$1.)

## Production and Productivity of Labor

*Capital Requirements and Operating Ratios: The Work Clothing Industry, 1950-51.* Washington, U. S. Department of Labor, Bureau of Labor Statistics, 1953. 42 pp.; processed. (BLS Report 26.) Free.

*Case Study Data on Productivity and Factory Performance: Farm Tractors.* Washington, U. S. Department of Labor, Bureau of Labor Statistics, 1953. 182 pp., chart, forms, illus.; processed. (BLS Report 38.) Free.

Other recent reports in this series deal with hand tools, knit outerwear, and knit underwear (BLS Reports 39, 40, 41).

*Labor Participation in Defense Production: History of the Office of Labor of the Defense Production Administration.* Washington, U. S. Department of Commerce, National Production Authority, 1953. Various pagings; processed. (Historical Reports on Defense Production, 11.)

*Productivity and the Trade Unions in France.* By René Richard. (In International Labor Review, Geneva, September 1953, pp. 279-302. 60 cents. Distributed in United States by Washington Branch of ILO.)

*Raising Productivity in Israel.* By Hy Fish. (In International Labor Review, Geneva, October-November 1953, pp. 375-392. 60 cents. Distributed in United States by Washington Branch of ILO.)

## Social Security (General)

*Estimated Amount of Life Insurance in Force as Survivor Benefits Under Social Security Act Amendments of 1952.* By Louis O. Shudde. Washington, U. S. Department of Health, Education, and Welfare, Social Security Administration, Division of the Actuary, 1953. 18 pp., chart. (Actuarial Study 37.) Limited free distribution.

*Life Insurance Fact Book, 1953.* New York, Institute of Life Insurance, 1953. 107 pp., charts.

*Last Employer and Occupation of Annuitants.* (In Monthly Review, U. S. Railroad Retirement Board, Chicago, October 1953, pp. 191-197.)

An analysis covering 266,000 railroad workers on the Railroad Retirement Board's rolls at the end of 1952. An occupational breakdown by age and average monthly annuity is included.

*Life Expectancies of Beneficiaries Under Railroad Retirement Act.* (In Monthly Review, U. S. Railroad Retirement Board, Chicago, October 1953, pp. 183-187.)



## Wages, Salaries, and Hours of Labor

*Salary Rates of [City Government] Officials and Employees in 175 Oregon Cities.* Eugene, University of Oregon, Bureau of Municipal Research and Service, 1953. 22 pp.; processed. (Information Bull. 89.)

*Office Workers Salaries, San Francisco Bay Area, Mid-Year 1953.* San Francisco, Federated Employers of San Francisco, Department of Research and Analysis, 1953. 16 pp.

*Premium Pay for Weekend Work, 1952.* By Joseph W. Bloch and William Paschell. Washington, U. S. Department of Labor, Bureau of Labor Statistics, 1953. 7 pp. (Serial R. 2113; reprinted from Monthly Labor Review, September 1953.) Free.

*Earnings and Hours of Work in Manufacturing, [Canada], 1952.* Ottawa, Department of Trade and Commerce, Bureau of Statistics, 1953. 38 pp., charts. 40 cents.

Data by sex and industry for wage and salaried workers in October 1952; comparative figures for earlier periods.

*Statistics of Wages and Working Hours, [Egypt], July 1952.* [Cairo], Ministry of Finance and Economy, Statistical Department, [1953]. 293 pp. (In Arabic and English.)

*Wage Policy in Japan.* Tokyo, Ministry of Labor, 1953. 46 pp.

*Lönestatistik Årsbok för Sverige, 1951 [and 1952].* Stockholm, Socialstyrelsen, 1953. 142 pp., charts, survey forms. 3 kr.

Includes table of contents and summary in English.

## Miscellaneous

*The Effective Application of International Labor Standards.* By E. A. Landy. (In International Labor Review, Geneva, October–November 1953, pp. 346–363, chart. 60 cents. Distributed in United States by Washington Branch of ILO.)

*Church and Society: Catholic Social and Political Thought and Movements, 1789–1950.* Edited by Joseph N.

Moody and others. New York, Arts, Inc., 1953. 914 pp., bibliographies. \$12.

The final paper (by Francis Downing) in this symposium reviews Catholic contributions to the American labor movement.

*The Growth of Major Steel Companies, 1900–1950.* By Gertrude G. Schroeder. Baltimore, Johns Hopkins Press, 1953. 244 pp., bibliography, charts. (Johns Hopkins University Studies in Historical and Political Science, Series LXX, 1952, No. 2.) \$4.

Includes data on employment.

*Industrial Sociology—An Annotated Bibliography.* Compiled by Virginia Prestridge and Donald Wray. Champaign, University of Illinois, Institute of Labor and Industrial Relations, 1953. 80 pp.; processed. (Bibliographic Contributions, 3.)

*Handbook of California Labor Statistics, 1951–1952.* San Francisco, Department of Industrial Relations, Division of Labor Statistics and Research, 1953. 131 pp. A continuation of the biennial reports originally entitled *Labor in California*.

*Plant Employees' Working Conditions in Canadian Manufacturing Industry.* (In Labor Gazette, Department of Labor, Ottawa, October 1953, pp. 1529–1532. 25 cents.)

Gives comparative data as of October 1 of 1949, 1950, and 1951, and April 1, 1953.

*The Great Seduction: Red China's Drive to Bring Free Japan Behind the Iron Curtain.* By Richard L. G. Deverall. Tokyo, International Literature Printing Co., Ltd., 1953. 427 pp., maps, illus. Available from author, No. 2, 1-chome, Nishi Kanda, Chiyoda Ku, Tokyo To, Japan. \$4.

The American Federation of Labor representative in Asia has written another informative book exposing the Communist and other left-wing anti-American activities in Japan. The design, the author states, is to turn Japan into an industrial colony of Communist China. He contends that the masses are not unfriendly to the United States but that well-organized propaganda directed by the Communists and left-wing elements tends to confuse the people. *The Great Seduction* is copiously documented.

# Current Labor Statistics

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<sup>1</sup> This table is included in the March, June, September, and December issues of the Review.

NOTE.—Beginning with the May 1953 issue, data shown in tables A-2, A-3, A-4, A-5, C-1, C-2, C-3, and C-4 have been revised because of adjustment to more recent benchmark levels. These data cannot be used with those appearing in previous issues of the Monthly Labor Review. Comparable data for earlier years are available upon request to the Bureau of Labor Statistics.

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## A: Employment and Payrolls

TABLE A-1: Estimated total labor force classified by employment status, hours worked, and sex  
(In thousands)

Labor force status <sup>1</sup>	Estimated number of persons 14 years of age and over <sup>1</sup>												
	1953												1952
	Nov. <sup>3</sup>	Oct.	Sept. <sup>3</sup>	Aug.	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.
Total, both sexes													
Total labor force.....	(*)	(*)	(*)	(*)	(*)	(*)	66,497	66,338	66,679	66,255	65,959	66,309	67,047
Civilian labor force.....	63,353	63,404	63,552	64,648	64,668	64,734	62,954	62,810	63,134	62,712	62,416	62,921	63,646
Unemployment.....	1,428	1,162	1,246	1,240	1,548	1,562	1,306	1,382	1,674	1,788	1,892	1,412	1,418
Unemployed 4 weeks or less.....	886	727	817	724	924	1,042	656	818	812	930	1,018	822	850
Unemployed 5-10 weeks.....	294	236	234	278	368	212	326	376	394	480	456	280	302
Unemployed 11-14 weeks.....	96	72	58	88	104	96	116	146	188	132	150	102	104
Unemployed 15-26 weeks.....	96	82	81	88	78	124	150	166	184	160	178	109	106
Unemployed over 26 weeks.....	55	46	56	62	74	88	58	76	96	86	92	97	54
Employment.....	61,925	62,242	62,306	63,408	63,120	63,172	61,638	61,228	61,460	60,924	60,524	61,509	62,228
Nonagricultural.....	55,274	55,083	55,044	56,134	55,492	55,246	55,298	55,158	55,740	55,508	55,072	55,812	56,454
Worked 35 hours or more.....	42,847	46,957	32,787	45,598	43,196	46,304	45,988	45,478	46,030	44,992	45,244	47,037	45,950
Worked 15-34 hours.....	8,972	4,906	18,114	4,452	5,054	4,924	5,608	5,690	5,712	6,398	5,776	5,331	5,934
Worked 1-14 hours.....	1,873	1,711	1,543	1,260	1,224	1,468	1,926	2,074	2,326	2,172	1,992	1,968	2,002
With a job but not at work.....	1,582	1,509	2,630	4,794	6,018	2,550	1,746	1,945	1,672	2,026	2,000	1,476	1,568
Agricultural.....	6,651	7,159	7,262	7,274	7,628	7,926	6,390	6,070	5,720	5,366	5,452	5,697	6,774
Worked 35 hours or more.....	5,092	5,713	5,772	5,512	5,898	6,334	4,348	4,334	3,822	3,516	3,404	3,877	5,254
Worked 15-34 hours.....	1,274	1,175	1,261	1,442	1,436	1,346	1,578	1,330	1,324	1,260	1,332	1,323	1,168
Worked 1-14 hours.....	180	185	154	190	186	178	230	204	230	254	216	248	194
With a job but not at work.....	105	86	76	130	108	68	236	222	324	336	298	240	126
Males													
Total labor force.....	(*)	(*)	(*)	(*)	(*)	(*)	47,333	47,370	47,300	47,188	46,829	46,580	46,571
Civilian labor force.....	43,709	43,626	43,917	45,056	45,260	44,862	43,848	43,898	43,892	43,692	43,334	43,240	43,218
Unemployment.....	927	736	768	814	1,024	1,024	898	1,104	1,106	1,244	1,360	965	814
Employment.....	42,782	42,890	43,149	44,242	44,236	43,838	42,950	42,794	42,784	42,448	41,974	42,272	42,404
Nonagricultural.....	37,283	37,241	37,370	38,294	38,042	37,626	37,470	37,498	37,738	37,646	37,166	37,373	36,916
Worked 35 hours or more.....	30,470	33,319	24,173	32,680	31,248	33,166	32,582	32,382	32,686	32,066	32,046	33,218	32,376
Worked 15-34 hours.....	4,910	2,283	10,154	2,112	2,660	2,258	2,822	2,918	3,048	3,250	2,918	2,430	2,535
Worked 1-14 hours.....	788	648	560	514	470	634	854	904	934	984	810	767	698
With a job but not at work.....	1,115	991	1,069	2,898	3,664	1,508	1,212	1,294	1,090	1,346	1,392	961	984
Agricultural.....	5,499	5,649	5,779	6,038	6,194	5,212	5,480	5,296	5,026	4,806	4,806	4,902	5,488
Worked 35 hours or more.....	4,549	4,848	4,891	5,052	5,350	5,438	4,134	4,130	3,610	3,374	3,248	3,615	4,616
Worked 15-34 hours.....	727	595	707	726	620	568	900	846	946	930	1,128	866	642
Worked 1-14 hours.....	120	127	109	150	130	122	184	140	188	204	178	200	112
With a job but not at work.....	103	78	71	110	94	64	202	180	282	294	254	221	118
Females													
Total labor force.....	(*)	(*)	(*)	(*)	(*)	(*)	19,164	18,959	19,289	19,067	19,130	19,729	20,476
Civilian labor force.....	19,645	19,778	19,635	19,592	19,408	19,872	19,116	18,912	19,242	19,020	19,082	19,681	20,428
Unemployment.....	501	425	478	426	524	538	408	478	506	544	532	447	604
Employment.....	19,143	19,353	19,157	19,166	18,884	19,334	18,708	18,434	18,736	18,476	18,550	19,234	19,824
Nonagricultural.....	17,991	17,842	17,674	17,930	17,450	17,620	17,798	17,660	17,982	17,912	17,906	18,439	18,538
Worked 35 hours or more.....	12,377	13,638	8,594	12,918	11,948	13,138	13,406	13,066	13,344	12,926	13,198	13,622	13,574
Worked 15-34 hours.....	4,062	2,634	7,146	2,370	2,394	2,666	2,786	2,742	2,664	3,118	2,838	2,901	3,076
Worked 1-14 hours.....	1,085	1,063	982	746	754	834	1,072	1,170	1,392	1,188	1,182	1,201	1,304
With a job but not at work.....	467	518	951	1,896	2,354	982	534	532	582	680	668	515	584
Agricultural.....	1,152	1,510	1,484	1,236	1,434	1,714	910	774	694	564	644	705	1,286
Worked 35 hours or more.....	544	865	880	460	548	876	212	204	212	142	156	262	638
Worked 15-34 hours.....	547	580	554	716	816	778	618	474	378	330	404	457	556
Worked 1-14 hours.....	60	58	45	40	56	56	46	54	62	50	40	48	82
With a job but not at work.....	2	7	5	20	14	4	34	42	42	42	44	28	10

<sup>1</sup> Estimates are subject to sampling variation which may be large in cases where the quantities shown are relatively small. Therefore, the smaller estimates should be used with caution. All data exclude persons in institutions. Because of rounding, the individual figures do not necessarily add to group totals.

<sup>2</sup> Beginning with January 1953, figures are not entirely comparable with those for previous months as a result of the introduction of materials from the 1950 Census into the estimating procedure used in deriving current labor force estimates. However, the differences are minor in most respects. In addition, revised estimating procedure, instituted in September 1953, resulted in some slight discontinuities in the series on agricultural and non-agricultural employment. For explanation, see Census Bureau's Current Population Reports, Series P-57, Nos. 129 and 133, Monthly Report on the Labor Force for March and September 1953. Also, the total labor force beginning January 1953 includes an additional 150,000 members of the Armed Forces—the number overseas in 1940 who had been omitted from the 1940 Census and subsequent current estimates.

<sup>3</sup> Census survey week contained legal holiday.

<sup>4</sup> Total labor force, which consists of the civilian labor force and the Armed Forces, is not shown for the most recent months because of security restrictions.

<sup>5</sup> Excludes persons engaged only in incidental unpaid family work (less than 15 hours); these persons are classified as not in the labor force.

<sup>6</sup> Includes persons who had a job or business, but who did not work during the census week because of illness, bad weather, vacation, labor dispute, or because of temporary layoff with definite instructions to return to work within 30 days of layoff. Does not include unpaid family workers.

Source: U. S. Department of Commerce, Bureau of the Census.



TABLE A-2: Employees in nonagricultural establishments, by industry division and group<sup>1</sup>

Industry group and industry	1953												1952		Annual average	
	Nov.	Oct.	Sept.	Aug.	July	June	May	April	Mar.	Feb.	Jan.	Dec.	Nov.	1952	1951	
Total employees.....	49,206	49,578	49,629	49,409	49,215	49,416	49,038	48,860	48,683	48,399	48,382	50,140	49,310	47,993	47,202	
Mining.....	812	812	828	831	833	835	831	835	846	856	866	870	871	872	913	
Metal.....	99.1	99.5	99.8	99.7	100.2	101.0	99.9	99.7	100.2	101.3	101.7	101.9	101.3	96.4	100.2	
Iron.....	40.1	40.4	40.4	40.3	40.3	40.1	39.6	38.6	38.0	37.9	38.4	38.8	38.9	33.3	37.7	
Copper.....	27.6	27.6	27.6	27.6	27.5	27.8	27.2	27.5	27.7	27.6	27.2	27.0	26.5	23.9	26.7	
Lead and zinc.....	15.0	15.3	15.3	15.8	16.1	17.0	17.3	17.9	18.4	19.2	19.6	19.6	19.8	20.8	20.4	
Anthracite.....	48.6	50.2	50.2	48.6	53.6	55.6	51.2	57.4	56.7	60.5	63.0	62.3	63.4	60.1	60.1	
Bituminous-coal.....	282.9	283.9	291.8	291.1	290.1	299.2	300.4	306.6	318.4	323.4	330.7	331.2	330.7	333.8	372.0	
Crude-petroleum and natural-gas production.....	274.3	279.7	283.9	279.7	276.2	271.4	272.1	270.9	272.0	272.0	273.0	273.4	271.8	276.0	269.3	
Nonmetallic mining and quarrying.....	103.8	105.3	106.0	106.2	104.8	104.7	103.6	102.3	99.2	97.8	97.6	101.6	104.8	102.3	102.0	
Contract construction.....	2,611	2,723	2,712	2,715	2,662	2,608	2,509	2,416	2,301	2,280	2,303	2,497	2,648	2,572	2,588	
Nonbuilding construction.....	560	566	574	546	530	490	456	410	403	402	400	424	501	490	490	
Highway and street.....	258.4	262.5	269.4	253.4	241.8	219.4	186.8	155.2	150.3	147.4	176.8	222.3	207.9	201.3	201.3	
Other nonbuilding construction.....	301.7	303.8	304.6	292.1	287.8	280.0	269.6	255.0	252.4	254.6	223.9	301.2	293.3	289.0	289.0	
Building construction.....	2,163	2,146	2,141	2,116	2,078	2,010	1,960	1,801	1,877	1,901	2,037	2,124	2,071	2,098	2,098	
General contractors.....	961.8	960.9	971.5	952.2	923.5	888.4	861.6	823.2	813.2	824.1	888.6	940.4	919.6	950.2	950.2	
Special-trade contractors.....	1,201.3	1,185.1	1,168.9	1,163.3	1,152.9	1,121.8	1,098.8	1,068.1	1,063.5	1,076.6	1,148.8	1,183.8	1,161.3	1,147.3	1,147.3	
Plumbing and heating.....	306.8	298.0	294.6	288.1	283.3	278.1	278.1	277.5	279.6	282.5	291.5	296.8	286.3	286.9	286.9	
Painting and decorating.....	156.9	158.3	165.3	160.6	153.9	148.2	140.9	133.3	128.9	128.7	148.3	162.6	156.5	155.7	155.7	
Electrical work.....	161.3	159.4	157.2	154.5	150.6	149.2	148.2	147.2	148.8	150.4	154.3	153.2	151.3	139.5	139.5	
Other special-trade contractors.....	576.3	569.4	551.8	560.1	565.1	546.3	531.6	519.1	506.2	513.1	554.7	571.2	557.3	565.3	565.3	
Manufacturing.....	16,711	17,008	17,208	17,258	17,069	17,162	17,040	17,077	17,133	17,013	16,884	16,952	16,874	16,209	16,082	
Durable goods <sup>1</sup> .....	9,694	9,865	9,939	10,006	10,007	10,121	10,096	10,117	10,103	9,969	9,880	9,806	9,750	9,262	9,071	
Nondurable goods <sup>2</sup> .....	7,017	7,143	7,269	7,252	7,062	7,041	6,944	6,960	7,032	7,044	7,004	7,066	7,124	6,946	7,011	
Ordinance and accessories.....	194.0	201.8	205.3	205.7	210.8	206.6	203.0	195.6	190.5	184.1	181.0	178.6	166.4	166.4	177.0	
Food and kindred products.....	1,562.7	1,634.5	1,725.0	1,697.4	1,618.0	1,527.3	1,470.6	1,441.7	1,436.5	1,442.0	1,455.7	1,504.7	1,554.5	1,538.5	1,544.1	
Meat products.....	313.3	306.6	304.1	302.7	299.7	295.5	294.6	290.2	303.0	312.5	321.0	317.9	309.8	306.1	306.1	
Dairy products.....	122.0	127.5	132.9	135.3	134.2	127.0	122.1	118.2	116.0	114.4	116.9	117.5	123.4	125.2	125.2	
Canning and preserving.....	265.9	268.3	266.5	274.1	194.5	174.5	162.0	160.3	156.3	159.8	171.0	199.7	217.1	230.3	230.3	
Grain-mill products.....	126.6	127.8	127.3	126.9	127.3	122.6	121.1	122.9	123.9	126.5	126.5	126.5	124.8	121.2	121.2	
Bakery products.....	201.6	200.0	200.9	200.7	200.7	200.7	200.7	200.7	200.7	200.7	200.7	200.7	200.7	200.7	200.7	
Sugar.....	49.8	52.9	50.1	50.2	50.5	50.5	50.5	50.5	50.5	50.5	50.5	50.5	50.5	50.5	50.5	
Confectionery and related products.....	247.1	251.7	253.2	248.5	254.7	254.0	254.4	257.0	253.8	251.4	257.7	260.3	244.5	244.6	244.6	
Beverages.....	226.4	234.9	239.4	237.8	231.4	224.2	217.1	213.6	208.4	210.4	215.7	219.6	220.8	217.6	217.6	
Miscellaneous food products.....	145.4	147.3	144.0	144.8	143.9	137.5	135.3	136.3	136.4	133.5	136.2	140.7	138.5	139.5	139.5	
Tobacco manufactures.....	113.0	120.7	123.8	115.2	98.5	93.4	93.6	94.0	96.4	102.6	110.0	117.6	117.8	107.0	104.4	
Cigarettes.....	31.8	31.8	31.4	30.6	31.4	31.6	31.6	31.6	31.4	30.9	31.2	31.2	31.2	30.4	29.0	
Cigars.....	42.4	41.6	41.0	40.0	41.4	41.3	41.2	42.0	41.9	41.9	42.2	42.8	41.8	40.9	40.9	
Tobacco and snuff.....	8.8	8.8	8.6	8.5	8.9	8.9	8.9	9.0	8.9	9.0	9.1	9.1	9.2	9.2	9.4	
Tobacco stemming and redrying.....	37.7	41.6	34.2	14.4	11.7	11.8	12.8	14.0	20.9	27.9	35.1	34.6	23.5	23.1	23.1	
Textile-mill products.....	1,153.3	1,175.6	1,198.6	1,200.3	1,192.1	1,220.1	1,214.4	1,216.7	1,231.8	1,231.3	1,227.9	1,243.0	1,242.8	1,201.7	1,272.7	
Scouring and combing plants.....	6.3	6.9	7.1	7.2	7.0	6.7	6.6	6.5	6.9	6.9	6.9	6.9	6.7	6.4	6.8	
Yarn and thread mills.....	144.8	150.5	153.2	150.9	154.9	153.3	153.6	156.6	156.1	156.8	157.7	158.1	154.2	165.2	165.2	
Broad-woven fabric mills.....	804.9	813.7	815.0	819.3	826.6	823.8	823.2	823.2	823.2	823.2	823.2	823.2	823.2	823.2	823.2	
Narrow fabric and smallwares.....	34.7	35.1	34.8	34.5	35.1	35.0	34.2	35.4	35.3	35.1	35.2	35.4	35.2	34.7	34.7	
Knitting mills.....	247.1	251.2	253.4	248.5	254.7	254.0	254.4	257.0	253.8	251.4	257.7	260.3	244.5	244.6	244.6	
Dyeing and finishing textiles.....	93.1	94.1	93.7	92.2	94.0	93.9	95.8	97.0	97.7	97.7	97.8	98.1	94.2	94.5	94.5	
Carpets, rugs, other floor coverings.....	54.7	55.7	54.1	52.7	56.7	56.5	58.3	58.5	58.4	57.8	58.5	58.3	54.5	59.6	59.6	
Hats (except cloth and millinery).....	17.2	16.5	17.4	17.8	18.1	18.6	17.2	19.2	19.1	18.6	18.5	18.0	17.1	17.7	17.7	
Miscellaneous textile goods.....	72.8	71.9	71.6	69.0	73.0	72.6	73.3	73.4	72.8	72.6	72.8	72.8	69.6	73.5	73.5	
Apparel and other finished textile products.....	1,205.5	1,215.6	1,216.1	1,235.7	1,178.6	1,200.1	1,187.2	1,212.3	1,266.1	1,264.4	1,264.5	1,269.4	1,232.1	1,190.8	1,187.1	
Men's and boys' suits and coats.....	141.3	142.7	142.5	131.0	140.7	138.6	137.8	139.8	137.8	137.8	137.8	137.8	137.8	132.5	142.2	
Men's and boys' furnishings and work clothing.....	311.2	311.9	313.4	299.1	311.0	310.8	311.1	310.9	306.6	300.9	302.4	301.8	286.1	283.4	283.4	
Women's outerwear.....	358.9	360.3	376.1	354.9	349.7	338.4	339.1	336.8	402.2	391.8	388.1	372.7	371.7	366.5	366.5	
Women's, children's undergarments.....	110.5	108.6	107.6	105.9	108.5	110.9	113.1	113.5	112.1	109.7	112.2	114.7	106.4	101.8	101.8	
Millinery.....	22.1	21.5	22.7	20.4	17.4	17.9	21.6	27.2	27.5	25.8	22.8	30.6	23.2	22.6	22.6	
Children's outerwear.....	64.5	64.5	67.3	65.0	67.8	65.2	63.8	67.6	65.6	65.7	65.1	65.7	64.9	61.4	61.4	
Fur goods.....	8.2	9.0	10.5	11.7	12.0	9.8	7.2	8.7	9.0	10.7	12.4	14.0	12.0	13.6	13.6	
Miscellaneous apparel and accessories.....	65.4	65.6	65.9	63.1	64.5	64.6	65.3	65.4	64.3	62.7	66.9	70.5	65.1	68.7	68.7	
Other fabricated textile products.....	133.5	132.0	129.7	127.5	128.5	131.0	133.3	136.3	136.1	133.6	135.4	136.7	129.0	127.3	127.3	

See footnotes at end of table.

TABLE A-2: Employees in nonagricultural establishments, by industry division and group <sup>1</sup>—Continued

	(In thousands)															
Industry group and industry	1953											1952		Annual average		
	Nov.	Oct.	Sept.	Aug.	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	1952	1951	
<b>Manufacturing—Continued</b>																
Lumber and wood products (except furniture)	745.3	772.7	781.5	792.1	786.6	800.1	782.2	769.7	757.1	745.8	744.3	771.6	798.4	782.0	834.4	
Logging camps and contractors		85.0	86.1	89.2	85.5	89.6	83.7	75.7	72.6	63.2	63.6	74.7	88.1	84.0	101.4	
Sawmills and planing mills		450.9	456.7	462.5	460.2	465.7	450.3	430.4	441.2	437.5	438.1	452.6	468.2	457.8	477.4	
Millwork, plywood, and prefabricated structural wood products		119.2	119.9	119.9	120.1	123.1	121.3	122.7	120.9	121.0	121.3	122.0	123.0	118.9	126.4	
Wooden containers		58.8	59.2	60.2	61.2	61.8	61.5	61.0	61.2	61.0	61.1	62.1	61.0	61.0	63.8	
Miscellaneous wood products		58.8	59.6	60.3	59.6	59.9	59.4	59.9	61.2	61.1	60.2	60.3	60.1	60.4	63.4	
<b>Furniture and fixtures</b>	361.4	367.6	370.5	370.1	369.9	371.6	370.5	383.0	387.1	383.5	382.6	382.8	381.7	361.0	361.3	
Household furniture		259.3	261.4	261.6	261.4	264.2	269.4	273.5	279.8	278.1	275.2	275.0	274.3	257.1	257.1	
Office, public-building, and professional furniture		38.7	39.2	39.5	39.2	39.0	39.6	40.0	40.1	40.1	40.1	40.3	40.2	39.9	40.7	
Partitions, shelving, lockers, and fixtures		37.4	38.6	37.0	37.1	36.7	36.3	36.3	35.9	35.4	35.6	35.3	35.9	34.1	34.4	
Screens, blinds and miscellaneous furniture and fixtures		32.2	33.3	32.6	32.2	31.7	31.2	31.2	31.3	30.9	30.7	31.2	31.3	29.9	29.1	
<b>Paper and allied products</b>	539.5	542.3	544.4	541.5	533.4	535.9	528.5	527.7	527.3	523.2	522.1	528.6	530.7	505.6	511.5	
Pulp, paper, and paperboard mills		267.0	268.2	266.9	263.4	264.9	261.4	260.7	261.6	261.4	261.4	262.4	257.4	257.1	258.7	
Paperboard containers and boxes		149.0	147.7	146.5	141.2	143.8	140.9	141.3	140.8	138.9	138.6	141.0	140.5	129.6	131.9	
Other paper and allied products		126.3	128.5	128.1	126.8	127.2	126.2	125.7	124.9	122.8	122.1	122.8	122.8	119.0	121.0	
<b>Printing, publishing, and allied industries</b>	706.3	706.2	708.7	708.6	705.5	709.7	705.1	704.3	704.3	701.8	702.5	706.0	709.5	702.9	735.5	
Newspapers		296.8	294.9	292.9	292.3	293.8	292.5	291.5	290.5	289.2	288.4	291.6	290.8	286.8	282.2	
Periodicals		68.1	66.7	65.1	65.0	65.0	65.3	65.4	66.3	66.7	66.6	67.4	67.3	64.1	61.1	
Books		48.3	48.2	47.5	45.9	46.9	46.6	46.8	47.4	47.0	46.5	46.1	45.8	45.2	45.1	
Commercial printing		196.5	195.2	192.0	192.7	194.3	193.2	193.8	194.0	194.1	193.8	194.7	195.3	192.8	198.4	
Lithographing		56.7	56.1	54.7	53.3	54.1	53.6	53.3	53.2	52.7	52.8	54.9	55.1	52.9	53.5	
Greeting cards		20.8	19.6	19.3	18.9	18.9	17.6	17.2	17.5	17.6	17.7	19.3	21.2	18.2	18.5	
Bookbinding and related industries		46.3	45.8	45.5	45.0	44.9	44.5	44.3	43.9	43.4	44.0	44.1	44.0	42.9	42.7	
Miscellaneous publishing and printing services		62.7	62.2	61.6	61.4	61.8	61.8	62.0	61.5	61.1	60.7	60.5	60.0	59.9	59.0	
<b>Chemicals and allied products</b>	754.0	755.6	758.2	755.0	751.7	753.2	754.7	762.7	761.2	752.2	749.0	750.6	749.1	741.7	742.8	
Industrial inorganic chemicals		84.8	85.1	85.7	85.0	84.7	84.0	83.4	83.0	82.3	81.7	81.5	81.2	81.9	81.5	
Industrial organic chemicals		274.9	278.9	282.1	280.3	278.1	274.4	272.2	270.6	267.9	267.6	267.1	264.4	259.0	259.3	
Drugs and medicines		93.1	93.7	93.2	92.8	94.6	94.2	95.0	95.3	95.3	95.2	95.2	95.1	95.4	95.6	
Soap, cleaning and polishing preparations		49.9	49.7	49.4	49.3	49.7	49.9	50.5	50.5	50.1	49.4	49.6	49.5	49.8	51.6	
Paints, pigments, and fillers		75.1	75.6	76.3	76.6	75.6	75.4	75.5	75.0	74.3	73.7	73.4	73.6	73.1	73.6	
Gum and wood chemicals		7.8	7.6	7.5	7.5	7.4	7.6	7.9	7.8	7.6	7.6	7.7	7.7	7.9	8.3	
Fertilizers		32.5	32.9	31.2	30.3	33.0	38.6	45.8	44.4	39.2	34.8	33.0	32.7	35.8	35.4	
Vegetable and animal oils and fats		46.2	43.4	37.9	36.4	37.3	38.2	39.9	42.6	44.2	45.8	48.0	48.2	44.2	45.8	
Miscellaneous chemicals		91.3	91.3	91.7	92.5	92.8	92.4	92.5	92.1	91.5	90.2	91.9	92.7	91.7	93.3	
<b>Products of petroleum and coal</b>	259.1	261.6	264.0	266.4	266.3	264.3	261.0	260.3	259.0	258.2	258.3	260.7	261.5	253.9	252.7	
Petroleum refining		308.9	310.5	311.7	311.4	309.4	306.8	307.0	306.3	306.0	306.6	307.6	307.1	302.1	196.6	
Coke and other petroleum and coal products		52.7	53.5	54.7	54.9	51.9	54.2	53.3	52.7	52.2	51.7	53.1	54.4	51.8	54.1	
<b>Rubber products</b>	258.0	265.2	270.5	271.0	269.5	276.3	276.6	276.6	276.4	274.8	275.1	274.6	272.2	262.3	263.3	
Tires and inner tubes		111.0	115.0	115.7	116.1	118.1	118.7	118.2	117.5	116.9	117.3	117.6	116.9	116.1	111.2	
Rubber footwear		29.7	29.6	29.3	28.1	29.1	28.9	29.4	29.8	29.8	30.1	30.7	30.2	28.3	29.2	
Other rubber products		124.5	125.9	125.0	125.3	129.1	128.7	129.0	129.1	128.1	127.7	126.3	125.1	117.9	123.0	
<b>Leather and leather products</b>	375.4	375.2	382.8	390.8	383.8	390.2	382.4	393.3	402.5	403.1	398.7	397.8	393.7	381.9	376.9	
Leather: tanned, curried, and finished		46.3	46.8	47.0	46.8	47.6	46.9	46.8	47.4	47.8	48.3	48.7	48.4	48.5	48.0	
Industrial leather belting and packing		5.2	5.1	5.3	5.3	5.4	5.7	5.8	5.7	5.6	5.6	5.5	5.4	5.1	5.5	
Boot and shoe cut stock and findings		16.4	16.4	17.5	17.7	18.0	16.9	18.1	18.8	19.3	19.2	18.9	18.0	17.8	18.8	
Footwear (except rubber)		237.9	245.7	253.2	248.8	254.5	249.2	255.4	261.7	261.9	259.9	259.1	249.6	246.7	241.0	
Luggage		19.3	19.0	18.6	18.3	19.2	19.2	19.1	18.4	18.5	18.1	18.9	19.1	17.8	15.9	
Handbags and small leather goods		31.1	30.3	29.7	28.2	26.7	26.1	26.7	32.2	32.1	30.1	29.7	31.7	29.0	29.4	
Gloves and miscellaneous leather goods		19.0	19.5	19.5	18.7	18.8	18.4	18.4	18.3	17.6	17.5	20.0	21.5	19.4	20.3	
<b>Stone, clay, and glass products</b>	541.7	546.7	548.9	546.6	538.9	547.7	543.0	544.1	541.2	533.9	531.3	538.9	541.6	527.9	551.2	
Flat glass		35.5	35.9	35.4	35.1	34.9	35.0	35.3	35.4	35.6	35.7	35.7	35.7	35.2	33.2	
Glass and glassware, pressed or blown		105.9	105.1	103.1	103.4	105.4	104.2	104.3	103.6	101.1	99.9	100.6	101.4	96.2	96.0	
Glass products made of purchased glass		16.4	16.4	16.6	16.3	16.9	17.0	17.7	17.5	17.0	17.2	17.3	17.3	16.2	16.7	
Cement, hydraulic		41.1	41.7	41.9	41.8	40.9	41.0	40.6	40.6	40.6	40.6	40.7	40.5	39.9	40.6	
Structural clay products		78.8	78.7	79.4	80.0	80.3	78.0	77.5	76.9	75.4	75.6	79.1	80.6	80.9	85.2	
Pottery and related products		54.6	54.5	53.3	48.5	54.3	55.1	56.3	57.0	56.6	56.5	57.0	57.2	57.2	63.0	
Concrete, gypsum, and plaster products		106.5	108.1	108.6	108.1	105.8	104.7	104.1	101.6	100.1	99.2	101.9	103.2	100.7	101.5	
Cut-stone and stone products		18.8	18.8	18.8	18.4	18.5	17.9	18.3	18.3	18.1	17.9	18.2	18.4	17.6	18.9	
Miscellaneous nonmetallic mineral products		89.1	89.7	89.5	90.3	90.7	90.1	90.0	90.3	89.4	88.7	88.4	87.9	86.9	94.2	

See footnotes at end of table.

TABLE A-2: Employees in nonagricultural establishments, by industry division and group<sup>1</sup>—Continued

	[In thousands]															
Industry group and industry	1953												1952		Annual average	
	Nov.	Oct.	Sept.	Aug.	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	1952	1951	
<b>Manufacturing—Continued</b>																
Primary metal industries.....	1,278.4	1,300.2	1,317.2	1,330.1	1,336.9	1,346.0	1,338.4	1,343.9	1,343.6	1,338.9	1,335.8	1,330.5	1,317.0	1,227.4	1,313.0	
Blast furnaces, steel works, and rolling mills.....	651.9	656.2	666.8	665.1	662.1	655.9	656.6	666.8	654.4	653.0	649.7	645.1	645.1	570.7	643.5	
Iron and steel foundries.....	228.5	235.0	237.1	243.1	248.7	250.5	253.2	263.2	263.7	255.3	255.8	254.7	253.0	208.2	206.2	
Primary smelting and refining of non-ferrous metals.....	51.6	52.6	52.4	52.5	52.5	52.2	51.5	51.2	50.8	49.8	49.5	49.9	49.9	50.6	50.3	
Secondary smelting and refining of non-ferrous metals.....	12.4	12.4	12.5	12.6	12.8	12.9	12.9	12.7	12.7	12.6	12.6	12.2	12.3	13.2	13.2	
Rolling, drawing, and alloying of non-ferrous metals.....	122.0	121.5	122.3	121.5	123.8	123.4	123.1	122.0	119.9	118.5	117.8	116.1	111.3	110.8	110.8	
Nonferrous foundries.....	89.8	93.1	93.1	95.3	96.6	94.9	97.2	98.2	98.3	97.8	97.5	94.8	89.8	87.0	87.0	
Miscellaneous primary metal industries.....	144.4	146.4	145.9	146.6	149.5	148.6	149.4	149.8	149.1	148.8	147.6	144.8	139.8	142.3	142.3	
<b>Fabricated metal products (except ordnance, machinery, and transportation equipment)</b>	1,126.1	1,140.2	1,153.6	1,160.5	1,151.7	1,168.0	1,162.3	1,160.6	1,159.3	1,149.6	1,135.2	1,125.7	1,104.6	1,045.6	1,056.7	
Tin cans and other tinware.....	59.4	62.9	64.3	61.3	59.7	57.8	57.0	56.9	56.7	56.5	55.6	55.4	55.4	56.6	58.1	
Cutlery, hand tools, and hardware.....	152.6	155.0	159.5	159.1	164.6	165.3	164.0	164.9	163.2	160.8	158.3	154.3	149.8	162.8	162.8	
Heating apparatus (except electric) and plumbers' supplies.....	150.6	151.0	152.1	151.3	153.4	153.7	155.0	154.1	154.2	152.6	154.6	153.8	142.8	144.1	144.1	
Fabricated structural metal products.....	282.7	285.2	283.6	278.8	279.7	274.6	272.2	272.7	272.0	270.5	272.2	268.0	263.6	241.2	241.2	
Metal stamping, coating, and engraving.....	234.7	235.2	235.4	236.6	242.1	241.8	241.4	240.8	237.5	231.3	223.8	215.2	196.7	202.0	202.0	
Lighting fixtures.....	48.0	49.1	50.1	49.4	50.1	50.3	50.9	50.8	49.6	48.3	47.9	47.4	45.6	48.2	48.2	
Fabricated wire products.....	69.8	70.9	71.2	71.5	72.4	72.9	73.7	73.2	71.7	71.3	70.3	66.1	63.9	66.1	66.1	
Miscellaneous fabricated metal products.....	142.4	144.3	144.3	143.7	146.0	145.9	146.4	145.9	144.7	143.9	143.0	141.4	136.5	137.1	137.1	
<b>Machinery (except electrical)</b>	1,596.5	1,609.0	1,623.2	1,635.3	1,665.7	1,698.4	1,702.0	1,714.3	1,727.8	1,713.4	1,702.1	1,687.5	1,643.8	1,642.4	1,601.3	
Engines and turbines.....	91.2	91.1	90.6	94.5	95.5	95.6	95.9	96.5	95.7	95.8	94.2	93.9	88.9	81.2	81.2	
Agricultural machinery and tractors.....	150.5	161.5	171.5	179.3	184.5	187.1	190.6	195.8	193.3	190.4	188.8	186.7	185.1	166.7	166.7	
Construction and mining machinery.....	124.8	127.7	129.7	131.0	133.5	130.9	131.1	134.2	133.9	133.2	132.9	132.1	132.2	129.5	129.5	
Metalworking machinery.....	282.4	283.9	281.1	281.6	285.8	285.6	285.2	285.4	283.3	283.9	282.8	279.4	280.3	262.4	262.4	
Special-industry machinery (except metalworking machinery).....	183.5	183.3	185.6	186.8	191.0	190.3	190.9	191.9	192.0	191.2	190.8	190.2	190.9	190.0	190.0	
General industrial machinery.....	235.0	233.9	234.0	236.4	236.9	234.2	234.4	234.5	232.3	232.0	231.4	227.2	230.7	224.4	224.4	
Office and store machines and devices.....	112.6	111.6	110.3	111.4	112.0	112.4	112.6	112.3	111.5	111.7	111.7	111.7	106.8	106.3	106.3	
Service-industry and household machines.....	191.6	192.2	194.0	202.0	213.3	219.4	224.7	227.5	223.7	221.0	208.1	206.6	196.5	182.2	182.2	
Miscellaneous machinery parts.....	237.4	238.1	238.5	242.7	245.9	246.5	248.9	249.7	247.7	246.9	245.5	239.7	238.0	229.8	229.8	
<b>Electrical machinery</b>	1,186.5	1,201.3	1,204.6	1,195.4	1,179.3	1,194.8	1,202.0	1,206.5	1,204.0	1,192.4	1,173.5	1,166.6	1,142.3	1,088.4	1,005.4	
Electrical generating, transmission, distribution, and industrial apparatus.....	387.3	388.7	389.5	391.7	393.7	393.6	393.0	390.5	388.1	381.5	378.4	374.3	364.8	354.9	354.9	
Electrical appliances.....	71.1	71.1	69.8	70.3	70.9	70.5	69.9	69.3	67.9	65.5	64.9	63.2	61.5	59.5	59.5	
Insulated wire and cable.....	34.0	34.4	34.5	34.3	35.4	35.4	35.5	35.5	35.4	34.4	34.1	34.6	33.1	31.6	29.2	
Electrical equipment for vehicles.....	86.3	86.9	86.8	88.2	90.9	91.0	91.0	90.5	88.2	84.5	82.2	79.9	79.2	78.6	78.6	
Electric lamps.....	28.2	28.0	27.5	27.4	27.3	27.2	26.9	26.3	25.8	25.3	25.0	23.5	23.5	23.1	23.1	
Communication equipment.....	544.6	546.0	538.4	519.4	529.2	537.2	542.8	546.0	543.1	535.3	533.8	518.8	464.9	405.8	405.8	
Miscellaneous electrical products.....	49.8	49.5	48.9	48.0	47.4	47.0	47.3	45.9	45.0	46.3	47.7	49.5	46.6	46.6	46.6	
<b>Transportation equipment</b>	1,817.5	1,876.4	1,886.2	1,931.4	1,944.1	1,960.8	1,955.8	1,969.9	1,965.7	1,930.0	1,891.5	1,862.6	1,825.0	1,674.9	1,510.3	
Automobiles.....	886.7	891.4	893.8	965.3	969.4	952.3	963.1	963.2	957.0	924.6	904.0	887.9	793.5	844.5	844.5	
Aircraft and parts.....	757.1	758.4	749.7	740.9	733.6	728.4	727.3	735.0	729.2	721.4	711.4	694.5	641.6	463.6	463.6	
Aircraft.....	456.8	458.6	453.1	447.6	444.5	445.6	446.9	449.2	448.1	447.8	444.5	434.0	413.9	313.3	313.3	
Aircraft engines and parts.....	171.4	169.7	168.2	167.9	165.9	161.3	150.2	165.6	163.7	158.1	153.9	150.2	134.7	90.8	90.8	
Aircraft propellers and parts.....	16.4	16.5	16.3	16.3	16.4	16.4	16.5	16.8	16.6	16.3	15.7	15.2	14.0	10.8	10.8	
Other aircraft parts and equipment.....	112.5	113.6	112.1	109.1	106.8	103.1	104.7	103.7	100.8	99.2	97.3	95.1	79.1	48.8	48.8	
Ship and boatbuilding and repairing.....	145.1	148.3	148.5	151.6	153.9	153.0	157.1	155.7	155.7	158.1	158.8	155.9	151.0	116.0	116.0	
Shipbuilding and repairing.....	120.9	123.9	123.6	125.6	127.1	126.1	126.5	129.7	131.0	134.1	135.3	133.5	131.2	101.6	101.6	
Boatbuilding and repairing.....	24.2	24.4	24.9	26.0	26.8	26.9	26.6	25.4	24.7	24.0	23.5	22.4	19.8	14.4	14.4	
Railroad equipment.....	73.6	74.1	75.3	75.3	80.0	78.6	79.0	79.2	74.8	74.3	74.1	72.1	75.8	73.7	73.7	
Other transportation equipment.....	13.9	14.0	14.1	13.8	13.9	13.5	13.4	13.2	13.3	13.1	14.3	14.6	12.9	12.6	12.6	
<b>Instruments and related products</b>	332.8	330.8	332.5	331.8	333.2	335.4	333.3	333.2	332.5	328.5	327.6	326.3	322.8	310.2	292.2	
Laboratory, scientific, and engineering instruments.....	82.2	82.2	81.8	84.4	84.0	83.6	83.6	83.5	83.0	82.8	82.5	81.8	48.9	39.1	39.1	
Mechanical measuring and controlling instruments.....	78.8	79.7	81.4	81.1	82.6	81.9	81.8	81.9	80.9	80.2	79.6	78.3	74.1	71.8	71.8	
Optical instruments and lenses.....	12.1	12.3	12.2	12.1	12.3	12.3	12.4	12.4	12.3	12.3	12.3	12.4	12.4	12.5	12.5	
Surgical, medical, and dental instruments.....	39.8	40.4	40.7	40.8	41.2	41.1	41.1	40.9	40.4	40.8	40.9	40.6	39.6	40.0	40.0	
Ophthalmic goods.....	28.4	28.3	28.1	27.9	28.4	28.7	29.0	29.2	28.9	28.9	28.5	27.8	28.1	26.0	26.0	
Photographic apparatus.....	72.9	73.0	71.8	71.3	69.4	68.9	68.5	68.7	67.9	68.0	67.9	67.5	66.1	62.1	62.1	
Watches and clocks.....	46.6	46.6	45.8	45.6	47.5	46.8	46.8	46.3	45.1	44.5	44.6	44.4	41.0	37.7	37.7	
<b>Miscellaneous manufacturing industries</b>	514.6	517.7	515.1	506.7	490.2	501.5	497.2	495.9	494.1	487.2	474.9	455.0	495.8	456.0	455.4	
Jewelry, silverware, and plated ware.....	58.8	57.1	55.6	52.8	54.9	54.2	54.6	55.0	53.6	52.8	53.8	54.2	50.5	54.7	54.7	
Musical instruments and parts.....	17.9	18.1	18.0	17.7	18.0	18.0	18.1	18.3	18.1	17.8	17.5	17.4	16.3	16.6	16.6	
Toys and sporting goods.....	92.4	92.4	90.8	87.4	86.1	87.1	84.3	81.3	77.8	73.7	79.8	82.7	75.4	74.0	74.0	
Pens, pencils, and other office supplies.....	33.2	32.8	32.4	31.9	32.3	32.1	32.0	31.7	31.1	31.1	32.6	32.6	31.5	31.9	31.9	
Costume jewelry, buttons, notions.....	72.2	71.8	71.7	68.3	68.1	66.4	67.2	69.3	69.6	67.6	67.1	68.4	62.1	63.9	63.9	
Fabricated plastic products.....	76.7	77.4	76.7	74.6	75.5	75.1	75.1	74.1	73.4	72.6	72.4	72.7	66.9	67.2	67.2	
Other manufacturing industries.....	166.5	165.5	161.5	157.5	164.6	164.3	164.8	163.6	159.3	161.8	163.3	153.4	157.0	157.0	157.0	

See footnotes at end of table.

TABLE A-2: Employees in nonagricultural establishments, by industry division and group<sup>1</sup>—Continued

Industry group and industry	1953												1952		Annual average
	[In thousands]														
	Nov.	Oct.	Sept.	Aug.	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	1952	1951
Transportation and public utilities.....	4,276	4,310	4,324	4,337	4,340	4,315	4,279	4,244	4,235	4,210	4,210	4,293	4,286	4,220	4,156
Transportation.....	2,936	2,988	2,999	3,001	2,999	2,990	2,966	2,949	2,928	2,909	2,914	2,995	2,992	2,941	2,921
Interstate railroads.....	1,383.3	1,394.5	1,407.2	1,407.2	1,406.6	1,399.9	1,387.0	1,376.0	1,360.8	1,356.4	1,367.5	1,406.0	1,412.5	1,399.8	1,446.3
Class I railroads.....	1,214.7	1,224.7	1,236.7	1,236.7	1,238.8	1,229.2	1,217.5	1,204.9	1,188.5	1,184.8	1,195.5	1,222.7	1,238.8	1,226.2	1,275.9
Local railways and bus lines.....	128.4	128.6	129.1	130.6	131.0	130.7	130.7	131.3	131.5	131.5	125.6	132.4	132.4	134.2	139.0
Trucking and warehousing.....	772.1	766.9	753.8	748.4	749.3	745.5	743.9	743.9	737.2	734.9	761.9	730.8	714.6	675.6	
Other transportation and services.....	704.5	709.3	710.8	710.7	709.5	703.1	698.9	691.9	685.8	686.0	694.9	696.0	692.1	686.9	
Bus lines, except local.....	52.1	52.9	53.2	53.5	52.9	52.1	51.9	51.4	51.5	51.9	52.5	52.5	52.4	53.0	
Air transportation (common carrier).....	106.0	105.5	105.1	104.9	104.6	102.0	101.1	100.8	100.0	99.4	98.8	98.8	95.6	85.2	
Communication.....	745	748	746	752	759	750	747	731	742	738	734	736	734	717	690
Telephone.....	699.5	697.5	703.7	709.5	700.1	697.3	682.3	663.5	669.2	684.9	686.5	684.4	672.7	638.9	
Telegraph.....	48.1	47.7	47.6	48.3	48.9	48.9	48.1	47.9	48.3	48.6	48.6	48.6	48.6	50.1	
Other public utilities.....	575	574	579	584	582	575	566	564	565	563	562	560	563	555	
Gas and electric utilities.....	551.6	556.0	560.9	558.8	552.2	544.8	542.1	543.0	541.4	540.5	540.5	538.8	541.2	533.3	
Electric light and power utilities.....	247.5	249.7	251.6	250.8	248.2	245.0	244.7	244.3	243.5	243.2	242.7	240.2	243.5	240.4	
Gas utilities.....	128.9	129.8	131.5	130.8	128.9	126.3	124.8	126.5	126.1	125.6	125.6	125.6	127.0	126.4	
Electric light and gas utilities combined.....	175.2	176.5	177.8	177.2	175.1	173.0	172.6	172.2	171.8	171.7	171.8	171.6	171.3	169.1	
Local utilities, not elsewhere classified.....	22.0	22.5	23.0	22.9	22.4	21.9	22.1	22.0	21.7	21.7	21.7	21.5	21.4	21.5	
Wholesale and retail trade.....	10,735	10,603	10,452	10,334	10,355	10,418	10,345	10,314	10,284	10,214	10,283	11,218	10,650	10,251	10,613
Wholesale trade.....	2,782	2,764	2,732	2,733	2,736	2,729	2,712	2,713	2,730	2,743	2,747	2,787	2,780	2,721	2,655
Retail trade.....	7,953	7,839	7,720	7,601	7,619	7,686	7,636	7,601	7,554	7,471	7,536	8,431	7,870	7,530	7,958
General merchandise stores.....	1,584.5	1,497.0	1,419.3	1,356.1	1,350.3	1,402.3	1,406.2	1,406.6	1,394.4	1,355.0	1,406.5	2,013.2	1,626.3	1,433.2	1,429.3
Food and liquor stores.....	1,426.7	1,419.2	1,397.4	1,390.8	1,400.8	1,405.7	1,399.3	1,398.2	1,389.2	1,380.8	1,370.9	1,407.2	1,381.7	1,353.8	1,307.6
Automotive and accessories dealers.....	862.3	853.9	849.4	851.4	845.6	839.2	829.2	820.0	812.9	810.0	807.5	815.2	800.8	779.5	763.7
Apparel and accessories stores.....	619.8	609.2	588.3	542.1	551.9	594.7	594.8	593.2	585.7	558.2	573.6	705.6	617.7	584.0	573.4
Other retail trade.....	3,459.6	3,459.5	3,465.1	3,459.9	3,470.3	3,444.3	3,406.4	3,392.7	3,369.9	3,366.7	3,377.6	3,489.5	3,443.5	3,359.1	3,282.4
Finance, insurance, and real estate <sup>1</sup> .....	2,046	2,047	2,054	2,076	2,075	2,046	2,025	2,014	1,993	1,977	1,969	1,978	1,973	1,957	1,861
Banks and trust companies.....	511.5	512.3	518.9	519.3	500.8	499.1	499.0	497.7	493.4	488.0	488.0	488.0	488.0	481.0	431.0
Security dealers and exchanges.....	63.0	63.5	64.5	65.2	64.9	65.2	65.0	64.9	64.7	64.1	64.2	64.2	64.5	63.7	
Insurance carriers and agents.....	753.9	755.1	760.6	757.5	744.6	737.2	735.5	732.3	726.9	720.9	719.6	716.7	707.2	671.4	
Other finance agencies and real estate.....	718.4	723.2	731.5	732.9	739.5	723.1	714.4	699.1	692.2	695.1	704.2	705.1	704.8	694.7	
Service and miscellaneous.....	5,296	5,326	5,388	5,409	5,413	5,397	5,357	5,307	5,225	5,194	5,192	5,237	5,266	5,280	5,207
Hotels and lodging places.....	438.2	440.5	439.1	437.8	440.9	440.9	440.9	440.9	440.9	440.9	442.7	440.8	446.1	470.9	
Personal services.....	347.6	346.8	350.5	354.7	354.1	348.6	343.5	340.4	340.0	341.7	343.0	342.3	342.7	342.7	
Laundries.....	186.3	180.9	176.1	180.4	186.8	184.2	180.7	175.0	171.9	172.4	172.5	175.3	172.7	166.8	
Cleaning and dyeing plants.....	230.5	233.9	234.3	233.8	233.8	232.1	234.4	232.0	229.4	229.0	228.5	232.6	236.2	244.4	
Motion pictures.....															
Government <sup>1</sup> .....	6,719	6,749	6,663	6,449	6,478	6,638	6,669	6,653	6,666	6,635	6,675	7,095	6,742	6,633	6,373
Federal.....	2,170	2,195	2,220	2,248	2,271	2,285	2,282	2,304	2,324	2,342	2,350	2,765	2,363	2,403	2,261
State and local.....	4,549	4,554	4,443	4,201	4,207	4,353	4,387	4,349	4,342	4,292	4,325	4,330	4,379	4,230	4,112

<sup>1</sup> The Bureau of Labor Statistics series of employment in nonagricultural establishments are based upon reports submitted by cooperating firms. These reports cover all full- and part-time employees in private nonagricultural establishments who worked during, or received pay for, any part of the pay period ending nearest the 15th of the month. Because of this, persons who worked in more than 1 establishment during the reporting period will be counted more than once. In Federal establishments the data generally refer to persons who worked on, or received pay for, the last day of the month; in State and local government, to persons who received pay for any part of the pay period ending on, or immediately prior to, the last day of the month. Proprietors, self-employed persons, unpaid family workers, and domestic servants are excluded. These employment series have been adjusted to first quarter 1951 benchmark levels indicated by data from government social insurance programs. Revised data in all except the first 4 columns will be identified by asterisks the first month they are published.

These data differ in several respects from the nonagricultural employment data shown in the Monthly Report on the Labor Force (table A-1, civilian labor force), which are obtained by household interviews. This MRLF series relates to the calendar week which contains the 8th day of the month. It includes all persons with a job whether at work or not, proprietors, self-employed persons, unpaid family workers, and domestic servants.

<sup>2</sup> Durable goods include: ordnance and accessories; lumber and wood products (except furniture); furniture and fixtures; stone, clay, and glass

products; primary metal industries; fabricated metal products (except ordnance, machinery, and transportation equipment); machinery (except electrical); electrical machinery; transportation equipment; instruments and related products; and miscellaneous manufacturing industries.

<sup>3</sup> Nondurable goods include: food and kindred products; tobacco manufactures; textile-mill products; apparel and other finished textile products; paper and allied products; printing, publishing, and allied industries; chemicals and allied products; products of petroleum and coal; rubber products; and leather and leather products.

<sup>4</sup> Beginning with January 1952, the data for Federal employment are not strictly comparable with those for prior years, primarily as a result of changes in definition. The following changes were made starting with that month:

(1) data refer to the last day of the month rather than the first of the month; (2) employment of the Federal Reserve Banks and of the mixed-ownership banks of the Farm Credit Administration were transferred from the Federal total to the "Banks and Trust Companies" group of the "Finance, Insurance, and Real Estate" Division; (3) fourth-class postmasters, formerly excluded as nominal employees, are now included in the Federal total.

<sup>5</sup> State and local government data exclude, as nominal employees, paid volunteer firemen and elected officials of small local units.

See Note on p. 74.



TABLE A-3: Production workers in mining and manufacturing industries<sup>1</sup>

[In thousands]

Industry group and industry	1963												1962		Annual average	
	Nov.	Oct.	Sept.	Aug.	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	1962	1961	
<b>Mining:</b>																
<b>Metal:</b>																
Iron.....	86.1	86.3	86.0	86.7	87.4	86.6	86.2	86.7	86.1	86.8	88.9	88.4	83.8	83.4	88.4	
Copper.....	23.7	23.6	23.6	23.7	23.8	23.4	23.5	23.6	23.5	23.4	23.2	22.8	22.3	22.3	22.4	
Lead and zinc.....	12.5	12.8	13.2	13.5	14.4	14.8	15.3	15.8	16.6	17.0	17.0	16.9	18.1	17.8	17.8	
<b>Anthracite:</b>	44.7	46.4	46.5	45.4	50.3	51.6	47.8	53.5	55.6	56.4	57.8	58.0	59.5	59.5	63.0	
<b>Bituminous-coal:</b>	260.9	269.6	269.0	268.0	277.1	277.9	286.7	295.8	302.0	306.9	307.4	306.6	309.9	309.9	348.0	
<b>Crude-petroleum and natural-gas production:</b>																
Petroleum and natural-gas production (except contract services).....	127.5	130.5	134.1	133.7	131.9	127.2	127.7	126.5	125.9	126.4	126.5	126.3	127.9	124.9	124.9	
<b>Nonmetallic mining and quarrying:</b>	91.7	92.1	92.0	91.2	90.8	89.0	88.2	85.0	83.8	83.6	87.5	90.6	88.6	89.2	89.2	
<b>Manufacturing:</b>	13,345	13,624	13,829	13,851	13,666	13,787	13,699	13,759	13,831	13,733	13,619	13,699	13,634	13,644	13,135	
<b>Durable goods<sup>1</sup>:</b>	7,775	7,930	8,000	8,054	8,056	8,190	8,179	8,215	8,211	8,115	8,030	8,010	7,916	7,951	7,459	
<b>Nondurable goods<sup>1</sup>:</b>	5,570	5,694	5,829	5,797	5,610	5,597	5,520	5,543	5,620	5,618	5,589	5,689	5,718	5,694	5,676	
<b>Ordinance and accessories:</b>	148.6	155.6	158.5	158.6	162.1	158.3	155.9	150.2	146.5	141.5	139.0	138.5	134.0	125.7	61.5	
<b>Food and kindred products:</b>	1,133.7	1,205.3	1,291.9	1,264.1	1,184.0	1,096.6	1,050.6	1,036.5	1,024.8	1,032.6	1,044.7	1,062.8	1,142.0	1,127.1	1,142.4	
Meat products.....	247.5	241.5	240.1	239.5	237.0	233.2	232.7	237.7	241.1	245.8	255.4	255.4	245.6	242.9	245.6	
Dairy products.....	82.3	87.7	92.5	94.2	93.5	87.1	83.1	79.7	78.1	76.4	77.9	79.5	83.1	87.3	87.3	
Canning and preserving.....	236.4	237.0	236.2	243.7	243.7	243.4	243.9	243.9	243.9	243.9	243.9	243.9	243.9	243.9	243.9	
Grain-mill products.....	93.4	94.1	93.3	93.4	93.9	93.9	93.9	93.9	93.9	93.9	93.4	92.3	94.0	91.6	91.6	
Bakery products.....	183.2	182.3	182.3	183.9	184.0	181.0	178.5	179.7	179.5	179.0	183.5	186.6	181.9	181.4	181.4	
Sugar.....	43.1	27.4	24.8	24.7	23.2	22.2	22.3	22.7	23.1	24.9	33.6	44.3	28.0	29.3	29.3	
Confectionery and related products.....	79.3	75.4	68.9	61.3	64.0	62.0	65.5	70.3	72.2	72.6	77.1	79.1	71.6	73.0	73.0	
Beverages.....	133.9	139.2	143.0	139.2	131.8	131.7	127.2	125.4	122.0	128.7	128.7	132.2	132.2	133.8	133.8	
Miscellaneous food products.....	106.2	107.3	103.0	104.1	103.8	98.2	95.6	97.4	97.3	94.9	98.9	102.1	99.8	101.6	101.6	
<b>Tobacco manufactures:</b>	104.3	112.1	115.5	107.0	85.3	85.0	85.0	85.2	87.3	93.9	100.5	108.1	108.5	97.9	95.7	
Cigarettes.....	28.8	28.9	28.8	27.7	28.5	28.5	28.5	28.5	28.5	28.5	28.5	28.5	28.5	27.5	26.3	
Cigars.....	40.4	39.5	39.0	38.1	39.3	39.2	39.2	39.8	39.6	39.7	40.0	40.6	39.6	38.7	38.7	
Tobacco and snuff.....	7.5	7.6	7.4	7.2	7.6	7.6	7.6	7.7	7.7	7.7	7.8	7.9	7.9	8.1	8.1	
Tobacco stemming and redrying.....	35.4	39.5	32.1	12.3	9.6	9.7	10.0	11.6	18.4	24.9	32.3	31.8	22.9	22.6	22.6	
<b>Textile-mill products:</b>	1,058.8	1,079.0	1,098.1	1,102.0	1,060.8	1,121.6	1,116.7	1,116.2	1,134.3	1,134.0	1,131.7	1,146.1	1,145.8	1,105.8	1,175.8	
Scouring and combing plants.....	5.8	6.4	6.5	6.6	6.4	6.2	6.1	6.0	6.3	6.4	6.4	6.4	6.2	5.9	6.3	
Yarn and thread mills.....	134.3	140.2	142.7	140.2	144.4	142.9	143.0	146.0	145.7	146.5	147.3	147.5	143.6	143.6	143.6	
Broad-woven fabric mills.....	477.0	485.1	486.0	490.2	497.1	494.4	493.8	498.8	501.5	502.3	508.0	506.1	498.7	498.7	498.7	
Narrow fabric and smallwares.....	30.9	31.1	30.8	30.5	31.1	31.0	30.2	31.4	31.4	31.4	31.1	31.2	31.4	29.5	31.2	
Knitting mills.....	225.0	228.3	233.6	226.3	232.3	232.2	232.9	235.4	232.3	230.2	236.2	236.2	233.7	223.2	223.8	
Dyeing and finishing textiles.....	82.3	83.2	82.7	81.0	82.9	82.9	84.7	85.8	86.5	86.3	87.1	87.2	83.4	83.8	83.8	
Carpets, rugs, other floor coverings.....	45.8	46.9	45.3	43.9	47.9	47.7	49.7	50.1	50.0	49.4	50.1	50.1	48.2	51.0	51.0	
Hats (except cloth and millinery).....	15.4	14.9	15.7	16.0	16.3	16.9	15.5	17.4	17.4	16.8	16.7	16.1	15.3	15.8	15.8	
Miscellaneous textile goods.....	62.5	62.0	61.7	59.1	63.2	62.5	63.3	63.4	62.9	62.7	63.1	62.5	60.0	63.8	63.8	
<b>Apparel and other finished textile products:</b>	1,079.2	1,089.9	1,091.1	1,108.5	1,053.2	1,072.2	1,060.8	1,066.0	1,138.5	1,134.6	1,108.5	1,113.5	1,104.3	1,066.9	1,065.9	
Men's and boys' suits and coats.....	127.7	129.1	128.8	117.8	120.9	124.9	123.9	125.8	124.0	119.3	121.0	122.0	119.3	128.8	128.8	
Men's and boys' furnishings and work clothing.....	288.5	289.7	291.0	276.8	287.6	288.2	289.4	288.6	284.2	278.8	280.2	279.9	265.1	263.4	263.4	
Women's outerwear.....	317.4	319.4	324.7	314.0	308.8	297.9	317.8	355.5	360.3	361.1	346.6	330.9	331.2	326.4	326.4	
Women's, children's undergarments.....	90.2	97.0	95.5	94.1	96.3	99.0	101.2	101.5	100.2	98.2	100.0	102.6	95.0	91.1	91.1	
Millinery.....	19.7	19.1	20.3	18.1	15.1	15.8	19.2	24.5	24.8	23.2	20.3	18.1	20.6	19.9	19.9	
Children's outerwear.....	58.5	58.8	61.0	59.1	61.8	59.1	57.9	61.4	62.4	60.5	59.3	59.5	59.1	56.1	56.1	
Fur goods.....	6.0	6.8	8.2	9.4	9.6	7.5	5.1	6.5	6.8	8.2	9.8	11.3	9.4	10.7	10.7	
Miscellaneous apparel and accessories.....	58.4	58.5	58.6	55.8	57.3	57.3	58.0	58.0	57.3	55.3	59.4	62.8	57.6	61.0	61.0	
Other fabricated textile products.....	114.5	112.7	110.4	108.1	108.8	111.4	112.5	116.7	116.6	113.9	116.3	117.2	109.5	108.5	108.5	
<b>Lumber and wood products (except furniture):</b>	679.6	706.4	714.6	722.3	717.8	730.9	712.5	700.5	699.0	676.9	676.4	704.4	730.3	713.3	750.8	
Laying camps and contractors.....	79.4	80.6	83.4	80.4	83.8	77.9	70.3	66.9	66.9	66.3	66.0	66.0	82.6	78.5	95.8	
Sawmills and planing mills.....	419.5	424.4	428.5	425.8	431.9	422.3	416.4	407.5	404.1	405.5	419.7	433.3	423.8	444.4	444.4	
Millwork, plywood, and prefabricated structural wood products.....	100.8	101.8	101.3	101.8	104.4	102.4	104.0	102.4	102.6	102.7	103.9	104.6	100.8	108.4	108.4	
Wooden containers.....	54.4	54.8	55.7	56.8	57.4	57.1	56.7	56.8	56.6	56.6	57.5	56.4	56.4	61.1	61.1	
Miscellaneous wood products.....	62.3	63.0	63.4	63.0	63.4	62.8	63.1	64.4	64.3	63.6	63.7	63.4	63.9	67.1	67.1	
<b>Furniture and fixtures:</b>	313.3	316.4	315.0	314.5	317.4	322.1	328.5	332.7	331.9	329.2	330.0	328.5	309.1	310.6	310.6	
Household furniture.....	226.4	228.7	228.2	228.0	231.5	236.8	242.3	247.0	245.9	242.9	243.1	242.1	225.5	226.0	226.0	
Office, public-building, and professional furniture.....	31.9	32.3	32.5	32.0	32.0	32.0	33.1	33.1	33.2	33.3	33.5	33.4	33.0	33.8	33.8	
Partitions, shelving, lockers, and fixtures.....	29.3	28.5	28.5	28.8	28.8	28.2	28.1	27.7	28.3	28.7	28.6	28.2	26.6	27.0	27.0	
Screens, blinds, and miscellaneous furniture and fixtures.....	25.7	26.9	25.5	25.7	25.4	24.8	25.0	24.9	24.5	24.3	24.5	24.8	22.9	23.8	23.8	

See footnotes at end of table.

TABLE A-3: Production workers in mining and manufacturing industries<sup>1</sup>—Continued

Industry group and industry	1953												1952		Annual average	
	Nov.	Oct.	Sept.	Aug.	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	1952	1951	
<b>Manufacturing—Continued</b>																
Paper and allied products	450.7	452.9	454.4	450.3	442.0	445.6	430.7	439.5	430.3	436.8	435.6	441.0	434.7	422.5	434.3	
Pulp, paper, and paperboard mills	227.7	228.7	226.6	224.8	225.2	222.2	221.8	222.6	222.9	222.9	222.9	224.3	218.8	219.4	223.4	
Paperboard containers and boxes	123.3	121.7	120.2	115.0	117.8	115.6	116.3	116.2	115.0	114.9	117.7	117.3	107.4	111.7	111.7	
Other paper and allied products	101.9	104.0	103.5	102.2	102.6	101.9	101.4	100.5	99.0	97.8	99.0	98.6	95.8	99.2	99.2	
<b>Printing, publishing, and allied industries</b>																
Printing	511.2	512.5	507.7	498.6	496.0	501.6	496.7	497.9	499.2	496.5	497.8	505.1	505.2	494.2	493.9	
Newspapers	149.9	148.3	146.4	145.8	147.8	147.7	146.3	146.1	144.2	143.9	143.0	147.0	146.8	144.4	142.9	
Periodicals	28.6	28.8	27.7	27.7	27.8	28.3	28.4	29.1	29.0	28.8	28.6	28.8	28.7	28.7	28.6	
Books	27.8	28.1	27.7	27.1	27.5	27.2	27.5	27.9	27.7	27.3	27.3	27.3	27.1	27.3	27.3	
Commercial printing	160.8	159.3	155.9	157.0	158.9	157.6	158.3	158.7	159.3	159.3	161.1	161.9	160.7	158.1	158.5	
Lithographing	44.0	43.2	42.2	40.9	41.9	41.5	41.3	41.4	40.8	40.9	42.8	43.0	40.9	41.7	41.7	
Greeting cards	15.9	15.2	15.0	14.5	14.3	13.2	12.7	13.1	13.1	13.2	14.7	16.4	13.8	14.1	14.1	
Bookbinding and related industries	36.6	36.3	36.0	35.4	35.4	35.1	34.9	34.6	34.1	34.6	35.0	34.9	33.9	33.4	33.4	
Miscellaneous publishing and printing services	48.9	48.5	47.7	47.6	48.0	48.1	48.5	48.4	48.2	48.0	47.5	47.4	47.5	47.5	47.5	
<b>Chemicals and allied products</b>																
Chemicals	510.0	512.0	515.1	510.6	508.3	513.1	516.9	525.8	525.9	518.7	516.1	518.3	518.3	515.5	529.5	
Industrial inorganic chemicals	60.1	60.3	60.9	61.3	60.1	59.8	59.7	59.4	59.0	58.3	58.1	57.9	58.8	59.5	59.5	
Industrial organic chemicals	190.8	194.0	196.2	195.0	195.0	192.3	190.9	190.4	189.2	189.7	189.2	187.8	185.5	192.0	192.0	
Drugs and medicines	57.1	58.0	57.1	56.7	58.8	58.9	59.4	59.8	59.6	61.4	61.6	61.8	62.5	62.7	62.7	
Soap, cleaning and polishing preparations	31.0	30.9	30.5	30.4	31.1	31.3	32.1	32.1	31.8	31.3	31.6	31.6	31.6	31.6	31.6	
Paints, pigments, and fillers	46.7	47.6	48.3	48.9	48.4	47.9	47.9	47.5	47.1	46.9	46.5	46.7	46.6	47.5	47.5	
Gum and wood chemicals	6.7	6.5	6.4	6.4	6.3	6.5	6.7	6.7	6.5	6.5	6.6	6.6	6.6	6.9	7.8	
Fertilizers	24.8	25.2	23.5	22.6	23.2	30.8	37.9	36.6	31.4	27.1	25.5	25.3	26.3	28.7	28.7	
Vegetable and animal oils and fats	34.2	32.4	27.1	25.5	26.3	27.3	29.2	31.8	32.8	34.5	36.0	37.7	32.7	36.2	36.2	
Miscellaneous chemicals	60.6	60.2	60.6	61.5	61.9	61.9	62.0	61.6	61.3	60.4	62.3	63.2	63.2	62.1	62.1	
<b>Products of petroleum and coal</b>																
Petroleum refining	183.9	186.2	188.5	190.9	190.4	189.7	187.6	187.6	186.4	185.7	185.8	186.8	188.0	182.6	188.2	
Coke and other petroleum and coke products	42.7	43.7	44.9	45.0	45.3	44.5	43.5	42.8	42.1	41.8	42.0	44.3	42.0	44.9	44.9	
<b>Rubber products</b>																
Rubber	203.2	209.7	214.8	214.4	213.2	220.3	220.2	220.5	219.2	219.2	219.2	216.6	208.2	212.0	212.0	
Tires and inner tubes	85.7	89.3	89.6	90.0	92.4	92.7	92.2	91.6	91.2	91.5	91.8	90.8	90.8	87.4	87.4	
Rubber footwear	24.3	24.0	23.6	22.5	23.5	23.3	23.8	24.2	24.2	24.5	25.2	24.7	22.9	23.9	23.9	
Other rubber products	99.7	101.5	101.2	100.6	104.4	104.2	104.5	104.7	103.8	103.2	102.2	101.1	94.6	100.7	100.7	
<b>Leather and leather products</b>																
Leather	335.2	334.5	343.1	350.5	340.4	330.9	343.5	354.5	363.3	363.8	359.0	358.6	354.7	343.1	338.7	
Leather; tanned, curried, and finished	41.7	42.0	42.2	42.0	42.9	42.2	42.2	42.8	43.1	43.6	44.0	43.7	41.8	43.3	43.3	
Industrial leather belting and packing	4.2	4.1	4.3	4.3	4.5	4.7	4.9	4.8	4.7	4.7	4.6	4.6	4.3	4.8	4.8	
Boot and shoe cut stock and findings	14.5	14.5	15.6	15.8	16.1	15.0	16.2	16.9	17.4	17.3	17.0	16.1	15.6	15.0	15.0	
Footwear (except rubber)	212.9	222.1	228.1	229.4	230.5	225.7	231.7	237.7	237.8	233.7	232.3	225.9	223.2	218.4	218.4	
Luggage	16.8	16.3	16.3	16.0	16.8	16.8	16.8	16.0	16.2	15.8	16.6	16.9	15.8	13.8	13.8	
Handbags and small leather goods	27.9	27.2	26.6	25.1	23.6	23.0	23.6	23.1	23.0	26.9	26.7	28.7	26.8	26.6	26.6	
Gloves and miscellaneous leather goods	16.5	16.9	17.3	16.4	16.5	16.1	16.1	16.0	15.3	15.0	17.4	18.8	16.8	17.8	17.8	
<b>Stone, clay, and glass products</b>																
Stone	459.3	464.6	465.7	463.4	456.2	465.4	460.6	462.3	469.2	463.2	459.9	458.4	461.1	448.4	475.1	
Flat glass	31.8	31.9	31.5	31.1	31.0	31.2	31.5	31.5	31.8	31.9	32.0	31.2	28.9	29.7	29.7	
Glass and glassware, pressed or blown	91.6	90.7	89.3	86.6	91.6	90.5	90.7	89.9	87.7	86.5	87.2	87.9	83.1	85.3	85.3	
Glass products made of purchased glass	14.2	14.2	14.5	14.2	14.7	14.8	15.5	15.3	14.7	14.9	14.9	15.0	13.9	14.7	14.7	
Cement, hydraulic	34.7	35.1	35.3	35.2	34.4	34.5	34.2	34.1	34.3	34.2	34.6	34.3	33.8	34.7	34.7	
Structural clay products	70.6	70.4	71.1	71.8	72.1	69.8	69.1	68.6	67.2	67.5	70.9	72.3	72.7	77.5	77.5	
Pottery and related products	48.3	48.2	47.1	42.5	45.3	48.9	50.1	50.8	50.6	50.7	51.0	51.2	51.1	56.9	56.9	
Concrete, gypsum, and plaster products	88.9	90.0	89.8	89.5	87.4	86.1	85.4	83.0	81.6	80.7	83.0	84.6	82.3	84.7	84.7	
Cut-stone and stone products	16.7	16.6	16.6	16.2	16.3	15.6	16.2	16.2	16.0	15.8	16.1	16.4	15.3	16.6	16.6	
Miscellaneous nonmetallic products	67.8	68.6	68.2	69.1	69.6	69.2	69.6	69.8	69.3	68.7	68.7	68.2	67.3	75.1	75.1	
<b>Primary metal industries</b>																
Primary	1,083.7	1,104.7	1,118.9	1,127.9	1,133.7	1,143.1	1,137.9	1,143.8	1,144.8	1,141.8	1,139.0	1,137.0	1,125.8	1,039.7	1,132.1	
Blast furnaces, steelworks, and rolling mills	560.8	563.9	572.4	570.5	567.2	561.8	562.4	563.6	561.8	560.8	557.0	560.8	557.0	496.5	560.2	
Iron and steel foundries	199.6	205.6	207.6	213.6	219.5	221.1	224.1	224.2	224.2	225.7	226.3	225.6	223.4	237.1	237.1	
Primary smelting and refining of nonferrous metals	43.1	44.0	43.6	43.7	43.4	43.1	42.4	42.2	41.9	40.9	40.7	41.0	42.0	42.3	42.3	
Secondary smelting and refining of nonferrous metals	9.3	9.2	9.3	9.3	9.5	9.6	9.6	9.5	9.5	9.4	9.3	9.1	9.2	10.2	10.2	
Rolling, drawing, and alloying of nonferrous metals	99.5	99.1	98.8	97.9	100.5	100.8	100.4	99.4	97.7	96.5	96.1	94.5	90.1	96.8	96.8	
Nonferrous foundries	75.2	77.8	77.5	79.4	80.6	79.8	82.0	82.9	82.9	82.2	82.3	79.8	74.9	72.8	72.8	
Miscellaneous primary metal industries	117.2	119.3	118.5	119.3	122.4	122.0	122.6	123.0	122.5	122.5	121.5	118.8	113.7	118.9	118.9	
<b>Fabricated metal products (except ordnance, machinery, and transportation equipment)</b>																
Fabricated	913.6	927.7	940.2	946.2	907.6	936.3	951.7	932.3	932.3	942.1	931.4	921.7	902.5	850.1	874.3	
Tin cans and other tinware	52.4	55.8	57.0	54.0	52.7	50.9	50.3	50.1	50.0	49.8	48.6	48.7	49.7	50.8	50.8	
Cutlery, handtools, and hardware	125.0	127.1	131.7	130.9	136.4	137.4	136.5	137.4	135.8	133.8	131.3	127.3	123.2	136.7	136.7	
Heating apparatus (except electric) and plumbers' supplies	120.4	120.7	121.5	120.2	123.3	123.3	124.6	123.7	123.7	125.7	122.4	124.8	124.5	113.8	116.3	
Fabricated structural metal products	217.2	219.9	218.4	214.2	216.1	211.5	210.0	210.7	210.0	209.6	211.1	207.3	196.0	188.1	188.1	
Metal stamping, coating, and engraving	197.8	197.6	197.6	199.4	204.8	204.8	204.9	204.9	201.2	196.3	188.5	180.4	164.2	172.5	172.5	
Lighting fixtures	38.9	40.1	41.3	40.6	41.3	41.9	41.9	41.9	40.5	39.4	39.0	38.4	36.9	36.8	36.8	
Fabricated wire products	88.9	89.5	89.7	89.0	89.9	81.6	82.5	82.1	80.6	80.4	80.4	83.2	83.3	85.8	85.8	
Miscellaneous fabricated metal products	117.1	119.2	119.0	118.3	121.0	120.9	121.6	121.5	120.2	119.7	119.0	117.5	113.1	114.3	114.3	

See footnotes at end of table.

TABLE A-3: Production workers in mining and manufacturing industries<sup>1</sup>—Continued

[In thousands]

Industry group and industry	1953												1952		Annual average
	Nov.	Oct.	Sept.	Aug.	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	1952	1951
<b>Manufacturing—Continued</b>															
Machinery (except electrical).....	1,200.8	1,213.1	1,225.1	1,235.0	1,264.2	1,300.0	1,306.6	1,320.5	1,334.6	1,335.1	1,312.9	1,301.3	1,259.7	1,362.5	1,245.1
Engines and turbines.....	65.9	66.0	65.2	68.8	70.2	70.5	70.9	71.7	71.0	71.4	71.2	69.5	65.9	60.8	60.8
Agricultural machinery and tractors.....	108.9	118.2	127.6	135.4	140.5	143.0	146.5	151.6	149.0	146.1	145.3	139.6	140.9	154.6	154.6
Construction and mining machinery.....	92.0	94.3	96.1	97.4	99.9	97.8	98.0	100.9	100.6	100.5	100.5	99.6	99.6	100.3	90.6
Metalworking machinery.....	222.5	223.4	221.1	221.6	227.1	227.3	227.6	228.1	226.7	226.8	225.7	222.8	224.4	206.6	206.6
Special-industry machinery (except metalworking machinery).....	134.2	134.2	135.2	136.6	140.6	140.0	141.1	142.1	142.2	141.2	141.0	140.8	142.6	150.1	150.1
General industrial machinery.....	165.5	164.0	163.8	165.7	167.2	166.0	166.5	167.0	165.6	165.7	165.1	161.4	164.3	163.2	163.2
Office and store machines and devices.....	91.0	90.0	88.9	89.9	90.7	91.5	91.7	91.5	91.0	91.5	91.7	90.8	90.0	88.8	88.8
Service-industry and household machines.....	144.0	145.0	148.1	155.7	166.4	172.4	177.9	180.1	177.3	171.8	163.3	156.4	144.3	142.6	142.6
Miscellaneous machinery parts.....	189.1	189.4	189.0	193.1	197.4	198.1	200.3	201.6	196.7	198.4	197.5	191.5	189.9	184.7	184.7
<b>Electrical machinery.....</b>	<b>888.8</b>	<b>906.4</b>	<b>912.8</b>	<b>935.0</b>	<b>891.5</b>	<b>910.6</b>	<b>919.1</b>	<b>926.0</b>	<b>934.7</b>	<b>915.7</b>	<b>898.6</b>	<b>892.8</b>	<b>872.1</b>	<b>806.9</b>	<b>788.6</b>
Electrical generating, transmission, distribution, and industrial apparatus.....	277.7	280.6	280.9	283.4	287.5	287.9	287.3	285.1	280.7	277.4	274.8	271.3	264.3	261.8	261.8
Electrical appliances.....	59.2	59.3	58.2	58.6	59.3	59.0	58.4	57.9	56.7	54.2	53.8	52.3	45.7	47.7	47.7
Insulated wire and cable.....	28.1	28.4	28.7	28.4	29.5	29.5	29.6	29.6	29.6	29.3	28.8	27.6	26.2	24.0	24.0
Electrical equipment for vehicles.....	69.5	70.6	70.6	72.3	75.3	75.8	76.1	75.5	73.0	69.1	68.6	64.3	63.5	64.3	64.3
Electric lamps.....	24.9	24.5	24.1	24.1	24.0	23.5	23.5	23.1	22.3	22.1	21.7	20.1	21.7	27.1	27.1
Communication equipment.....	408.3	410.9	404.6	387.8	398.8	407.3	414.8	415.3	415.1	411.0	410.2	398.0	349.5	307.1	307.1
Miscellaneous electrical products.....	38.7	38.5	37.9	36.9	36.3	35.9	36.2	35.2	35.3	35.5	36.9	35.5	36.1	36.6	36.6
<b>Transportation equipment.....</b>	<b>1,422.3</b>	<b>1,466.9</b>	<b>1,477.4</b>	<b>1,521.4</b>	<b>1,533.4</b>	<b>1,548.3</b>	<b>1,556.1</b>	<b>1,575.9</b>	<b>1,573.6</b>	<b>1,543.4</b>	<b>1,506.6</b>	<b>1,483.9</b>	<b>1,420.1</b>	<b>1,320.5</b>	<b>1,219.8</b>
Automobiles.....	720.7	725.9	775.1	796.0	803.4	816.1	830.7	820.6	798.0	769.3	749.9	734.8	647.1	707.9	707.9
Aircraft and parts.....	550.0	552.3	545.3	537.0	534.8	532.3	532.8	542.3	538.1	530.7	523.6	509.7	468.5	341.9	341.9
Aircraft.....	328.4	332.0	328.1	322.3	321.5	324.8	327.2	330.2	329.3	326.9	324.9	316.4	302.5	232.3	232.3
Aircraft engines and parts.....	122.7	120.8	119.6	118.9	114.5	114.5	112.6	112.1	118.4	115.0	111.7	108.6	98.9	63.7	63.7
Aircraft propellers and parts.....	12.0	12.0	11.8	12.0	12.1	12.1	12.2	12.3	12.3	12.1	11.6	11.1	10.0	7.6	7.6
Other aircraft parts and equipment.....	86.9	87.5	85.8	83.8	82.6	80.9	80.8	80.7	78.1	76.7	73.6	60.8	38.3	38.3	38.3
Ship- and boatbuilding and repairing.....	127.2	130.2	130.4	133.6	135.5	134.8	139.0	136.8	137.2	139.0	139.7	136.9	133.2	100.9	100.9
Shipbuilding and repairing.....	105.9	108.8	108.4	110.4	111.6	110.7	115.1	114.0	115.0	117.5	118.5	116.8	115.4	88.2	88.2
Boatbuilding and repairing.....	21.3	21.4	22.0	23.2	23.9	24.1	23.9	22.8	22.2	21.5	21.2	20.1	17.8	12.8	12.8
Railroad equipment.....	57.1	57.2	58.6	55.1	62.9	61.4	62.1	62.7	58.8	58.4	58.4	56.2	59.8	58.5	58.5
Other transportation equipment.....	11.9	11.8	12.0	11.7	11.7	11.5	11.3	11.2	11.3	11.2	12.3	12.5	10.9	10.6	10.6
<b>Instruments and related products.....</b>	<b>243.3</b>	<b>241.4</b>	<b>241.6</b>	<b>239.3</b>	<b>241.2</b>	<b>245.1</b>	<b>243.6</b>	<b>244.3</b>	<b>244.4</b>	<b>240.7</b>	<b>240.9</b>	<b>240.4</b>	<b>237.1</b>	<b>227.6</b>	<b>216.7</b>
Laboratory, scientific, and engineering instruments.....	32.0	31.9	31.1	33.5	33.8	33.6	34.1	34.3	34.1	34.3	34.2	33.6	32.0	25.8	25.8
Mechanical measuring and controlling instruments.....	56.9	56.7	57.6	57.7	59.6	59.3	59.2	59.6	58.7	58.3	58.1	56.5	53.1	52.5	52.5
Optical instruments and lenses.....	9.5	9.7	9.6	9.6	9.7	9.7	9.7	9.7	9.6	9.7	9.6	9.8	9.9	10.0	10.0
Surgical, medical, and dental instruments.....	28.2	28.7	29.1	29.1	29.5	29.4	29.4	29.4	28.9	28.3	29.5	29.3	28.6	29.2	29.2
Ophthalmic goods.....	22.8	22.6	22.5	22.3	22.8	23.1	23.4	23.6	23.4	23.2	22.9	22.3	22.7	23.7	23.7
Photographic apparatus.....	51.5	51.7	49.9	49.7	48.8	48.1	48.0	47.9	47.3	47.8	47.7	47.5	46.4	43.6	43.6
Watches and clocks.....	40.4	40.3	39.5	39.3	40.9	40.4	40.5	39.9	38.7	38.3	38.4	38.1	35.0	31.0	31.0
<b>Miscellaneous manufacturing industries.....</b>	<b>426.7</b>	<b>430.2</b>	<b>428.6</b>	<b>419.8</b>	<b>403.3</b>	<b>414.9</b>	<b>412.5</b>	<b>411.2</b>	<b>400.9</b>	<b>404.2</b>	<b>393.3</b>	<b>403.5</b>	<b>414.5</b>	<b>376.7</b>	<b>388.3</b>
Jewelry, silverware, and plated ware.....	48.4	46.9	45.2	42.8	44.7	44.1	44.4	44.6	43.6	43.2	44.1	44.9	41.1	44.7	44.7
Musical instruments and parts.....	15.7	15.8	15.7	15.3	15.6	15.6	15.7	15.9	15.7	15.5	15.2	15.0	15.8	14.1	14.1
Toys and sporting goods.....	80.1	79.9	78.8	74.9	75.7	75.5	73.0	69.8	66.2	62.6	68.6	75.9	64.8	64.5	64.5
Pens, pencils, and other office supplies.....	25.2	24.9	24.4	23.9	24.4	24.3	24.2	23.9	23.3	23.3	24.8	25.0	24.0	24.8	24.8
Costume jewelry, buttons, notions.....	60.9	60.6	60.4	57.1	57.2	55.5	56.3	58.3	58.7	56.7	56.3	57.2	51.6	53.7	53.7
Fabricated plastic products.....	63.9	64.6	63.8	61.8	63.0	63.1	63.1	62.4	62.1	61.2	61.2	61.4	55.8	57.0	57.0
Other manufacturing industries.....	136.0	135.9	131.5	127.5	134.3	134.4	134.5	135.0	134.6	130.8	133.3	135.1	125.6	126.5	126.5

<sup>1</sup> See footnote 1, table A-2. Production and related workers include working foremen and all nonsupervisory workers (including leadmen and trainees) engaged in fabricating, processing, assembling, inspecting, receiving, storage, handling, packing, warehousing, shipping, maintenance, janitorial, watchman services, products development, auxiliary production for plant's

own use (e. g., power plant), and record-keeping and other services closely associated with the above production operations.

<sup>2</sup> See footnote 2, table A-2.

<sup>3</sup> See footnote 3, table A-2.

See Note on p. 74.

TABLE A-4: Indexes of production-worker employment and weekly payrolls in manufacturing industries<sup>1</sup>

[1947-49=100]

Period	Employment	Weekly payroll	Period	Employment	Weekly payroll	Period	Employment	Weekly payroll
1939: Average.....	66.2	29.9	1949: Average.....	93.8	97.2	1953: March.....	111.8	151.9
1940: Average.....	71.2	34.0	1950: Average.....	99.6	111.7	April.....	111.2	150.0
1941: Average.....	87.9	49.3	1951: Average.....	106.2	129.6	May.....	110.8	149.9
1942: Average.....	103.9	72.2	1952: Average.....	105.5	135.3	June.....	111.5	150.8
1943: Average.....	121.4	96.0				July.....	110.5	148.9
1944: Average.....	118.1	102.8	1952: November.....	110.2	146.3	August.....	112.0	151.6
1945: Average.....	104.6	87.8	December.....	110.8	150.9	September.....	111.7	149.9
1946: Average.....	97.9	81.2				October.....	110.1	149.2
1947: Average.....	103.4	97.7	1953: January.....	110.1	148.4	November.....	107.9	
1948: Average.....	102.8	105.1	February.....	111.0	149.3			

<sup>1</sup> See footnote 1, tables A-2 and A-3.

See NOTE on p. 74.

TABLE A-5: Federal civilian employment by branch and agency group

[In thousands]

Year and month	All branches	Executive <sup>1</sup>				Legislative	Judicial
		Total	Department of Defense	Post Office Department*	Other agencies		
Continental United States <sup>2</sup>							
1952: Average.....	2,403	2,376.7	1,199.2	521.7	655.8	22.6	3.9
1952: October.....	2,363	2,337.1	1,206.0	490.7	640.4	22.5	3.8
November.....	2,363	2,336.3	1,205.7	492.5	638.1	22.5	3.8
December.....	2,765	2,738.6	1,206.0	597.5	635.1	22.6	3.9
1953: January.....	2,350	2,323.6	1,204.8	486.0	632.8	22.4	3.8
February.....	2,343	2,315.4	1,197.7	486.0	632.7	22.5	3.8
March.....	2,324	2,297.3	1,181.0	486.0	630.3	22.5	3.8
April.....	2,304	2,278.0	1,160.6	486.0	631.4	22.5	3.9
May.....	2,282	2,256.1	1,140.4	486.0	629.7	22.3	3.9
June.....	2,283	2,258.8	1,138.1	486.0	634.7	22.3	3.9
July.....	2,271	2,244.5	1,128.2	485.2	628.1	22.2	3.9
August.....	2,248	2,221.6	1,113.0	484.6	624.0	22.2	3.9
September.....	2,220	2,194.6	1,094.4	487.0	613.2	21.9	3.8
October.....	2,195	2,169.0	1,075.5	487.5	605.0	21.8	3.9
Washington, D. C. <sup>3</sup>							
1952: Average.....	237.4	235.9	92.8	8.7	134.4	20.8	0.7
1952: October.....	234.2	232.7	93.2	8.2	131.3	20.7	.8
November.....	233.9	232.5	93.1	8.2	131.2	20.7	.7
December.....	259.9	258.5	93.1	14.7	130.7	20.7	.7
1953: January.....	252.6	251.4	93.5	8.1	129.8	20.5	.7
February.....	251.6	250.3	93.4	8.1	128.8	20.6	.7
March.....	249.4	248.0	92.8	8.1	127.1	20.7	.7
April.....	245.9	244.6	91.6	8.1	124.9	20.6	.7
May.....	242.7	241.6	90.2	8.1	123.3	20.4	.7
June.....	242.2	241.1	90.1	8.1	122.9	20.4	.7
July.....	238.3	237.3	89.6	8.0	119.7	20.3	.7
August.....	235.2	234.2	88.9	7.9	117.4	20.3	.7
September.....	232.7	231.9	89.6	7.8	114.5	20.1	.7
October.....	229.9	229.2	88.9	7.9	112.4	20.0	.7

<sup>1</sup> Includes all executive agencies (except Central Intelligence Agency) and Government corporations. Civilian employment in navy yards, arsenals, hospitals, and on force-account construction is also included.<sup>2</sup> Includes the 48 States and the District of Columbia.<sup>3</sup> Includes all Federal civilian employment in Washington Standard Metropolitan Area (District of Columbia and adjacent Maryland and Virginia counties).

\*Post Office Department employment was not available beginning with February 1953; and the January figure was used through June. Beginning with July 1953, actual data are reported.

See NOTE on p. 74.



TABLE A-8: Insured unemployment under State unemployment insurance programs,<sup>1</sup> by geographic division and State

[In thousands]

Geographic division and State	1953										1952		1951
	Oct.	Sept.	Aug.	July	June	May	April	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.
Continental United States.....	840.0	779.4	816.1	861.1	832.7	889.0	900.6	1,014.5	1,063.6	1,155.9	801.5	683.8	631.4
New England.....	73.1	66.1	64.0	66.6	61.9	74.6	79.6	76.3	81.4	88.2	71.1	60.4	60.8
Maine.....	7.4	5.3	4.9	5.8	6.3	9.9	11.6	8.1	8.9	9.7	7.9	5.8	4.3
New Hampshire.....	8.4	7.2	5.5	5.8	6.2	7.6	7.2	6.0	5.4	5.9	4.9	4.7	5.1
Vermont.....	1.0	1.2	1.1	1.1	1.0	1.1	1.4	1.6	1.9	2.1	1.7	1.4	1.5
Massachusetts.....	36.8	34.5	31.4	34.7	32.7	38.0	39.4	39.3	42.5	45.6	38.5	33.3	32.9
Rhode Island.....	10.7	9.3	10.0	9.7	9.3	11.2	11.7	12.9	13.4	14.0	10.1	8.3	9.4
Connecticut.....	8.8	8.6	11.1	9.5	8.4	6.8	8.3	8.4	9.3	10.9	7.7	6.9	7.6
Middle Atlantic.....	246.2	251.2	257.0	283.8	275.0	269.1	313.5	301.4	310.9	350.9	290.8	223.4	211.6
New York.....	120.1	127.2	132.2	153.6	156.6	163.4	164.3	157.8	165.5	185.9	158.0	122.6	108.4
New Jersey.....	37.2	38.3	39.1	45.9	40.2	45.5	48.6	43.7	45.1	54.6	40.4	32.4	32.1
Pennsylvania.....	88.9	85.7	85.7	84.3	78.2	90.2	100.6	99.9	100.3	110.4	82.4	68.4	71.1
East North Central.....	179.3	152.4	155.8	140.0	130.0	134.8	121.2	122.3	138.3	157.9	124.9	101.9	102.9
Ohio.....	33.7	25.2	23.0	23.6	29.4	26.4	24.5	26.9	30.6	32.7	25.6	20.9	19.9
Indiana.....	20.9	14.7	14.6	14.8	14.4	11.8	11.5	12.9	15.2	20.0	16.3	10.2	10.8
Illinois.....	52.0	43.3	49.7	53.7	54.5	57.0	55.8	45.1	50.9	60.2	45.7	38.8	40.9
Michigan.....	56.0	52.4	53.1	30.6	22.7	20.9	19.9	24.4	27.0	29.5	25.0	24.7	24.1
Wisconsin.....	16.7	16.8	13.4	17.5	9.0	8.5	9.5	13.0	14.6	15.5	12.3	7.3	7.3
West North Central.....	39.8	32.3	31.1	38.1	39.0	42.6	53.6	68.9	74.3	70.2	45.7	28.7	23.2
Minnesota.....	6.2	5.8	6.7	7.6	8.0	12.3	19.8	25.1	25.5	22.2	12.7	6.3	4.7
Iowa.....	4.3	3.7	4.0	4.3	4.0	4.6	5.8	8.0	8.9	7.8	4.5	2.8	3.0
Missouri.....	21.6	16.4	14.2	19.0	20.1	18.2	17.2	18.6	20.2	22.3	17.6	14.9	12.4
North Dakota.....	.2	.2	.2	.3	.5	.9	2.3	4.2	4.4	3.8	2.2	.8	.3
South Dakota.....	.2	.2	.2	.2	.2	.4	.9	1.9	2.2	2.0	1.0	.4	.2
Nebraska.....	1.1	1.0	.9	1.1	1.2	1.8	2.6	4.7	5.9	5.0	2.7	.8	.7
Kansas.....	6.2	5.0	4.9	5.6	5.0	4.4	5.0	6.4	7.2	7.1	5.0	2.7	2.0
South Atlantic.....	93.8	91.7	101.8	112.5	105.2	105.5	101.0	104.1	105.6	111.7	84.6	71.3	70.9
Delaware.....	1.6	1.2	.8	.9	.9	.9	1.0	1.3	1.6	1.6	1.3	.8	.6
Maryland.....	8.6	8.2	9.7	10.7	10.3	12.2	12.5	10.6	12.1	13.1	9.7	6.8	5.9
District of Columbia.....	2.7	2.6	2.4	2.5	2.4	2.6	3.0	3.5	3.6	3.1	2.3	1.9	1.6
Virginia.....	8.0	8.4	10.7	13.7	14.8	11.3	7.5	9.3	9.4	10.3	6.9	5.3	4.9
West Virginia.....	12.3	12.4	14.2	16.6	15.3	15.3	16.6	17.6	17.3	17.6	13.3	12.2	11.4
North Carolina.....	22.4	21.3	20.9	24.5	25.8	27.3	28.2	28.3	27.0	26.7	20.0	16.7	15.2
South Carolina.....	10.3	9.3	11.0	12.3	10.1	10.6	10.3	10.8	10.6	11.4	8.1	6.8	6.0
Georgia.....	12.7	11.9	12.8	14.3	13.8	13.6	13.5	14.0	14.8	16.9	13.3	10.1	10.0
Florida.....	15.2	16.4	19.3	17.0	11.8	9.7	8.4	8.7	9.2	11.0	9.7	10.7	14.9
East South Central.....	59.7	52.5	58.7	60.9	57.5	66.2	69.3	71.3	75.0	75.7	61.0	51.9	50.2
Kentucky.....	19.3	14.9	17.0	17.0	17.3	19.6	20.2	20.0	19.6	17.8	14.9	14.2	14.8
Tennessee.....	21.2	19.3	19.3	21.2	18.4	21.6	23.0	22.9	26.0	27.3	21.7	18.1	16.7
Alabama.....	12.4	12.2	14.2	14.1	13.9	15.4	16.0	16.9	17.1	17.9	15.2	12.8	12.8
Mississippi.....	6.8	6.1	8.2	8.6	7.9	9.6	10.1	11.5	12.3	12.7	9.2	6.8	5.9
West South Central.....	38.5	37.3	45.1	46.2	44.2	48.0	51.0	58.2	61.2	57.2	44.6	32.6	27.0
Arkansas.....	7.3	5.7	7.5	7.6	7.2	8.9	10.8	12.9	14.5	13.6	10.5	6.8	4.4
Louisiana.....	7.8	8.8	11.2	12.2	11.8	12.9	13.2	15.6	16.7	16.3	12.2	9.2	8.7
Oklahoma.....	7.0	6.0	8.2	9.1	9.2	9.5	10.2	11.9	12.8	11.6	9.2	6.8	5.4
Texas.....	16.4	16.8	18.2	17.3	16.0	16.7	16.8	17.8	17.2	15.7	12.7	9.8	8.5
Mountain.....	12.8	11.0	12.7	12.7	12.8	15.1	21.1	29.1	33.5	30.7	19.4	9.6	6.2
Montana.....	.7	.6	.7	1.0	1.4	2.2	3.9	6.3	6.9	5.9	3.3	1.2	.5
Idaho.....	1.5	1.2	1.3	1.4	1.5	2.2	4.0	6.1	8.1	7.9	5.2	1.9	.7
Wyoming.....	.2	.2	.2	.2	.3	.5	.7	1.4	1.7	1.4	.7	.2	.1
Colorado.....	1.8	1.5	1.8	1.8	1.6	2.0	2.8	3.2	3.4	2.9	1.8	1.0	.6
New Mexico.....	2.4	2.0	2.3	1.9	1.7	1.8	2.2	2.7	2.8	2.7	1.8	.9	.8
Arizona.....	3.4	3.3	3.8	3.5	3.2	3.2	3.3	3.6	3.6	3.3	2.5	2.0	1.8
Utah.....	1.7	1.5	1.8	2.1	2.3	2.4	3.1	4.4	5.3	4.9	2.9	1.5	1.1
Nevada.....	1.1	.7	.8	.8	.8	.8	1.1	1.4	1.7	1.7	1.2	.9	.6
Pacific.....	96.6	85.0	90.0	100.0	107.1	125.1	150.4	182.7	203.4	213.2	150.8	106.0	78.2
Washington.....	22.2	16.9	15.6	14.0	12.5	17.5	26.0	34.4	43.5	47.7	38.6	25.3	16.1
Oregon.....	13.0	9.6	10.1	9.6	8.9	11.8	16.6	24.2	31.2	33.3	24.4	14.9	10.0
California.....	61.4	58.5	64.3	76.4	85.7	96.0	107.8	124.1	128.7	132.2	96.8	65.8	52.1

<sup>1</sup> Average of weekly data adjusted for split weeks in the month. For a technical description of this series, see the April 1950 Monthly Labor Review (p. 382). Figures may not add to exact column totals because of rounding.

SOURCE: U. S. Department of Labor, Bureau of Employment Security.

## B: Labor Turnover

TABLE B-1: Monthly labor turnover rates (per 100 employees) in manufacturing industries, by class of turnover<sup>1</sup>

Class of turnover and year	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.
<b>Total separation:†</b>												
1953.....	3.8	3.6	4.1	4.3	4.4	4.2	4.3	4.8	5.2	<sup>2</sup> 4.5		
1952.....	4.0	3.9	3.7	4.1	3.9	3.9	3.0	4.6	4.9	4.2	3.5	3.5
1951.....	4.1	3.8	4.1	4.6	4.8	4.3	4.4	5.3	5.1	4.7	4.3	3.8
1950.....	3.1	3.0	2.9	2.8	3.1	3.0	2.9	4.3	4.9	4.3	3.3	3.6
1949.....	4.6	4.1	4.8	4.8	5.2	4.3	3.8	4.0	4.2	4.1	4.0	3.2
1948.....	4.3	4.7	4.5	4.7	4.3	4.5	4.4	5.1	5.4	4.5	4.1	4.3
1947.....	4.9	4.5	4.9	5.2	5.4	4.7	4.6	5.3	5.9	5.0	4.0	3.7
1946.....	6.8	6.3	6.6	6.3	6.3	5.7	5.8	6.6	6.9	6.3	4.9	4.5
1939.....	3.2	2.6	3.1	3.5	3.5	3.3	3.3	3.0	2.8	2.9	3.0	3.5
<b>Quit:</b>												
1953.....	2.1	2.2	2.5	2.7	2.7	2.6	2.5	2.9	3.1	<sup>2</sup> 2.1		
1952.....	1.9	1.9	2.0	2.2	2.2	2.2	2.2	3.0	3.5	2.8	2.1	1.7
1951.....	2.1	2.1	2.5	2.7	2.8	2.5	2.4	3.1	3.1	2.5	1.9	1.4
1950.....	1.1	1.0	1.2	1.3	1.6	1.7	1.8	2.9	3.4	2.7	2.1	1.7
1949.....	1.7	1.4	1.6	1.7	1.6	1.5	1.4	1.8	2.1	1.5	1.2	.9
1948.....	2.6	2.5	2.8	3.0	2.8	2.9	2.9	3.4	3.9	2.8	2.2	1.7
1947.....	3.8	3.2	3.5	3.7	3.5	3.1	3.1	4.0	4.5	3.6	2.7	2.3
1946.....	4.3	3.9	4.2	4.3	4.2	4.0	4.6	5.3	5.3	4.7	3.7	3.0
1939.....	.9	.6	.8	.8	.7	.7	.7	.8	1.1	.9	.8	.7
<b>Discharge:</b>												
1953.....	.3	.4	.4	.4	.4	.4	.4	.4	.4	<sup>2</sup> .4		
1952.....	.3	.3	.3	.3	.3	.3	.3	.3	.4	.4	.4	.3
1951.....	.3	.3	.3	.4	.4	.4	.3	.4	.3	.4	.3	.3
1950.....	.2	.2	.2	.2	.3	.3	.3	.4	.4	.4	.3	.3
1949.....	.3	.3	.3	.2	.2	.2	.2	.3	.2	.2	.2	.2
1948.....	.4	.4	.4	.4	.3	.4	.4	.4	.4	.4	.4	.3
1947.....	.4	.4	.4	.4	.4	.4	.4	.4	.4	.4	.4	.4
1946.....	.5	.5	.4	.4	.4	.3	.4	.4	.4	.4	.4	.4
1939.....	.1	.1	.1	.1	.1	.1	.1	.1	.1	.2	.2	.1
<b>Layoff:</b>												
1953.....	.9	.8	.8	.9	1.0	.9	1.1	1.3	1.5	<sup>2</sup> 1.8		
1952.....	1.4	1.3	1.1	1.3	1.1	1.1	2.2	1.0	.7	.7	1.7	1.1
1951.....	1.0	.8	.8	1.0	1.2	1.0	1.3	1.4	1.3	1.4	1.7	1.5
1950.....	1.7	1.7	1.4	1.2	1.1	.9	.6	.6	.7	.8	1.1	1.3
1949.....	2.5	2.3	2.8	2.8	3.3	2.5	2.1	1.8	1.8	2.3	2.5	2.0
1948.....	1.2	1.7	1.2	1.2	1.1	1.1	1.0	1.2	1.0	1.2	1.4	2.3
1947.....	.9	.8	.9	1.0	1.4	1.1	1.0	.8	.9	.9	.8	.9
1946.....	1.8	1.7	1.8	1.4	1.5	1.2	.6	.7	1.0	1.0	.7	1.0
1939.....	2.2	1.9	2.3	2.6	2.7	2.8	2.8	2.1	1.6	1.8	2.0	2.7
<b>Miscellaneous including military:</b>												
1953.....	.4	.4	.3	.3	.3	.3	.3	.3	.3	<sup>2</sup> .3		
1952.....	.4	.4	.3	.3	.3	.3	.3	.3	.3	.3	.3	.3
1951.....	.7	.6	.5	.5	.4	.4	.4	.4	.4	.4	.4	.3
1950.....	.1	.1	.1	.1	.1	.1	.2	.3	.4	.4	.3	.3
1949.....	.1	.1	.1	.1	.1	.1	.1	.1	.1	.1	.1	.1
1948.....	.1	.1	.1	.1	.1	.1	.1	.1	.1	.1	.1	.1
1947.....	.1	.1	.1	.1	.1	.1	.1	.1	.1	.1	.1	.1
1946.....	.2	.2	.2	.2	.2	.2	.2	.2	.2	.2	.1	.1
<b>Total accession:</b>												
1953.....	4.4	4.2	4.4	4.3	4.1	5.1	4.1	4.3	4.0	<sup>2</sup> 3.4		
1952.....	4.4	3.9	3.9	3.7	3.9	4.9	4.4	5.9	5.6	5.2	4.0	3.3
1951.....	5.2	4.5	4.6	4.5	4.5	4.9	4.2	4.5	4.3	4.4	3.9	3.0
1950.....	3.6	3.2	3.6	3.5	4.4	4.8	4.7	6.6	5.7	5.2	4.0	3.0
1949.....	3.2	2.9	3.0	2.9	3.5	4.4	3.5	4.4	4.1	3.7	3.3	3.2
1948.....	4.6	3.9	4.0	4.0	4.1	5.7	4.7	5.0	5.1	4.5	3.9	2.7
1947.....	6.0	5.0	5.1	5.1	4.8	5.5	4.9	5.3	5.9	5.5	4.8	3.6
1946.....	8.5	6.8	7.1	6.7	6.1	6.7	7.4	7.0	7.1	6.8	5.7	4.3
1939.....	4.1	3.1	3.3	2.9	3.3	3.9	4.2	3.1	6.2	5.9	4.1	2.8

<sup>1</sup> Month-to-month changes in total employment in manufacturing industries as indicated by labor turnover rates are not comparable with the changes shown by the Bureau's employment and payroll reports, for the following reasons:

(1) Accessions and separations are computed for the entire calendar month; the employment and payroll reports, for the most part, refer to a 1-week pay period ending nearest the 15th of the month.

(2) The turnover sample is not so large as that of the employment and payroll sample and includes proportionately fewer small plants; certain industries are not covered. The major industries excluded are: printing, publishing, and allied industries; canning and preserving fruits, vegetables, and sea foods; women's, misses', and children's outerwear; and fertilizers.

(3) Plants are not included in the turnover computations in months when work stoppages are in progress; the influence of such stoppage is reflected, however, in the employment and payroll figures. Prior to 1943, rates relate to production workers only.

<sup>2</sup> Preliminary.

<sup>3</sup> Prior to 1940, miscellaneous separations were included with quits.

†Beginning with data for October 1952, components may not add to total because of rounding.

NOTE: Information on concepts, methodology, etc., is given in a technical note on "Measurement of Labor Turnover," which appeared in the May 1953 Monthly Labor Review.

TABLE B-2: Monthly labor turnover rates (per 100 employees) in selected groups and industries<sup>1</sup>

Industry group and industry	Separation										Total accession	
	Total		Quit		Discharge		Layoff		Misc., incl. military			
	Oct. 1953	Sept. 1953	Oct. 1953	Sept. 1953	Oct. 1953	Sept. 1953	Oct. 1953	Sept. 1953	Oct. 1953	Sept. 1953	Oct. 1953	Sept. 1953
<b>Manufacturing</b>												
All manufacturing	4.5	5.2	2.1	3.1	0.4	0.4	1.8	1.5	0.3	0.3	3.4	4.0
Durable goods <sup>1</sup>	4.6	5.4	2.0	3.1	.4	.4	1.9	1.7	.3	.3	3.4	4.0
Nondurable goods <sup>1</sup>	4.4	4.9	2.2	3.2	.3	.3	1.7	1.2	.1	.2	3.3	4.0
<b>Ordinance and accessories</b>	6.3	4.7	2.7	3.0	1.0	.7	2.5	.8	.2	.2	2.8	3.9
<b>Food and kindred products</b>	6.4	6.7	2.4	4.1	.5	.6	3.3	1.8	.2	.2	4.7	6.5
Meat products	4.3	5.1	1.6	2.5	.6	.5	2.0	1.9	.2	.3	6.0	5.9
Grain-mill products	4.7	6.3	2.7	5.0	.5	.6	1.3	.5	.2	.3	3.3	5.9
Bakery products	5.5	5.6	3.3	4.3	.7	.6	1.3	.6	.1	.1	3.9	6.1
Beverages												
Malt liquors	11.1	9.6	.8	4.6	.2	.6	10.0	4.2	.1	.2	1.2	3.9
<b>Tobacco manufactures</b>	3.2	2.9	2.2	2.3	.3	.3	.5	.2	.2	.1	3.4	4.0
Cigarettes	3.0	2.5	1.5	1.9	.3	.3	1.0	.1	.2	.2	3.0	2.9
Cigars	3.7	3.3	3.0	2.9	.4	.2	.2	.2	.2	(1)	4.2	5.3
<b>Tobacco and stuff</b>	1.6	2.1	1.0	1.2	.2	.5	.2	.1	.2	.3	1.3	2.0
<b>Textile-mill products</b>	4.6	4.9	2.0	2.8	.3	.3	2.1	1.6	.2	.3	3.1	3.4
Yarn and thread mills	7.4	6.5	2.0	2.9	.2	.3	5.1	3.1	.2	.1	2.6	3.1
Broad-woven fabric mills	4.3	4.9	2.0	2.9	.3	.3	1.8	1.4	.2	.3	3.6	3.9
Cotton, silk, synthetic fiber	3.7	4.5	2.1	2.9	.3	.3	1.0	.9	.3	.3	3.5	3.9
Woolen and worsted	10.6	9.2	1.5	2.1	.2	.3	8.6	6.5	.2	.2	4.6	4.5
Knitting mills	4.1	4.3	2.4	2.9	.2	.2	1.4	1.0	.1	.1	2.8	3.3
Full-fashioned hosiery	2.5	3.1	1.9	2.5	.1	.1	.4	.4	.1	.1	2.1	2.5
Seamless hosiery	4.0	4.1	2.4	2.9	.2	.2	1.2	.7	.3	.3	2.7	3.3
Knit underwear	6.3	4.9	3.6	3.2	.2	.1	2.4	1.4	(1)	(1)	4.3	3.2
Dyeing and finishing textiles	3.8	4.3	1.8	2.6	.3	.4	1.5	1.2	.2	.2	1.8	1.9
Carpets, rugs, other floor coverings	3.6	3.3	1.1	2.0	.2	.3	2.0	.8	.3	.3	1.8	2.9
<b>Apparel and other finished textile products</b>	4.7	5.2	3.4	4.3	.2	.2	1.0	.5	.1	.1	4.4	5.0
Men's and boys' suits and coats	5.2	3.8	2.5	2.9	.1	.1	2.4	.6	.1	.1	3.9	4.1
Men's and boys' furnishings and work clothing	4.8	5.7	3.9	5.0	.2	.1	.6	.5	.1	.1	4.8	5.4
<b>Lumber and wood products (except furniture)</b>	5.4	6.3	2.7	4.4	.3	.3	2.2	1.3	.3	.3	3.6	4.7
Logging camps and contractors	4.4	8.6	3.0	7.4	.4	.2	.9	.8	.1	.2	5.6	7.4
Sawmills and planing mills	5.1	6.1	2.6	4.4	.2	.3	2.0	1.2	.2	.2	3.4	4.4
Millwork, plywood, and prefabricated structural wood products	6.0	5.2	2.1	2.9	.3	.2	3.4	2.0	.2	.1	3.3	4.2
<b>Furniture and fixtures</b>	5.3	6.5	2.9	4.3	.6	.5	1.6	1.5	.2	.2	4.2	5.5
Household furniture	5.7	6.6	2.9	4.2	.6	.5	2.0	1.8	.2	.2	4.2	4.7
Other furniture and fixtures	4.4	6.3	2.7	4.5	.6	.7	.7	.9	.3	.2	4.0	4.8
<b>Paper and allied products</b>	3.3	4.6	2.0	3.3	.4	.4	.6	.6	.3	.3	2.9	3.6
Pulp, paper, and paperboard mills	2.3	3.4	1.3	2.6	.2	.3	.5	.3	.2	.3	1.8	2.6
Paperboard containers and boxes	5.2	5.7	3.6	4.3	.9	.7	.6	.6	.2	.2	4.7	5.2
<b>Chemicals and allied products</b>	2.4	2.9	1.2	1.9	.4	.2	.7	.6	.2	.2	1.9	1.8
Industrial inorganic chemicals	2.2	4.1	1.3	2.6	.3	.3	.5	.9	.1	.2	1.5	2.8
Industrial organic chemicals	2.1	2.6	.7	1.7	.1	.1	1.1	.5	.2	.2	1.2	1.4
Synthetic fibers	4.1	2.5	1.2	1.2	.1	.1	3.4	1.1	.2	.2	1.8	1.6
Drugs and medicines	1.7	2.8	1.1	2.0	.2	.1	.3	.6	.1	.1	1.7	1.4
Paints, pigments, and fillers	2.7	3.9	1.8	2.3	.4	.4	.4	1.1	.1	.1	1.9	2.3
<b>Products of petroleum and coal</b>	1.5	2.3	.9	1.5	.7	.1	.3	.4	.2	.2	.9	1.2
Petroleum refining	1.1	1.7	.4	1.2	(1)	(1)	.3	.3	.2	.2	.4	.7
<b>Rubber products</b>	5.4	4.5	1.6	2.5	.2	.2	3.4	1.4	.3	.3	2.0	3.0
Tires and inner tubes	6.1	4.2	.9	1.3	.1	.1	4.9	2.4	.1	.4	1.3	1.5
Rubber footwear	4.0	4.9	3.1	4.3	.2	.2	.6	.2	.2	.2	2.9	4.3
Other rubber products	5.1	4.6	1.8	3.1	.3	.4	2.7	.9	.3	.3	2.5	4.1
<b>Leather and leather products</b>	4.1	5.7	2.5	3.7	.2	.2	1.2	1.6	.1	.2	3.0	3.5
Leather	3.2	4.2	1.6	2.1	.2	.1	1.3	1.8	.1	.2	2.0	2.6
Footwear (except rubber)	4.3	6.0	2.6	4.0	.3	.2	1.2	1.5	.1	.2	3.2	3.7
<b>Stone, clay, and glass products</b>	3.5	3.7	1.6	2.5	.3	.3	1.4	.8	.3	.3	2.3	3.4
Glass and glass products	2.6	3.1	1.4	1.7	.2	.2	.7	1.0	.3	.2	2.4	4.4
Cement, hydraulic	2.3	3.7	1.4	2.4	.3	.4	.3	.7	.3	.3	1.9	2.5
Structural clay products	4.3	5.3	2.6	3.9	.4	.4	1.1	.8	.3	.3	3.3	4.1
Pottery and related products	2.6	3.4	1.8	2.5	.3	.3	.4	.5	(1)	.1	2.9	2.6
<b>Primary metal industries</b>	3.8	4.4	1.4	2.3	.3	.3	1.9	1.6	.3	.3	1.9	2.5
Blast furnaces, steel works, and rolling mills	2.6	3.7	1.0	2.1	.1	.1	1.3	1.2	.3	.2	1.3	1.8
Iron and steel foundries	6.6	5.8	1.8	2.6	.5	.5	4.1	2.5	.2	.2	2.2	3.0
Gray-iron foundries	5.2	5.9	2.2	2.7	.5	.5	2.3	2.4	.2	.2	2.8	3.7
Malleable-iron foundries	5.3	5.8	1.8	3.3	.3	.4	3.0	2.0	.2	.1	2.7	4.1
Steel foundries	8.3	5.6	1.5	2.2	.5	.5	6.2	2.8	.2	.1	1.5	1.9
Primary smelting and refining of non-ferrous metals:												
Primary smelting and refining of copper, lead, and zinc	2.0	3.1	1.0	2.0	.3	.3	.5	.5	.3	.4	2.0	2.0
Rolling, drawing, and alloying of non-ferrous metals:												
Rolling, drawing, and alloying of copper	3.6	3.4	1.4	2.0	.5	.4	1.5	.8	.2	.2	1.4	2.0
Nonferrous foundries	6.4	7.2	2.3	3.0	.5	.7	3.3	3.2	.2	.2	4.6	4.6
Other primary metal industries:												
Iron and steel forgings	4.0	4.8	1.8	2.0	.5	.3	1.2	2.2	.4	.2	2.7	2.5

See footnotes at end of table.

TABLE B-2: Monthly labor turnover rates (per 100 employees) in selected groups and industries<sup>1</sup>—Continued

Industry group and industry	Separation										Total accession	
	Total		Quit		Discharge		Layoff		Misc., incl. military			
	Oct. 1953	Sept. 1953	Oct. 1953	Sept. 1953	Oct. 1953	Sept. 1953	Oct. 1953	Sept. 1953	Oct. 1953	Sept. 1953	Oct. 1953	Sept. 1953
Manufacturing—Continued												
Fabricated metal products (except ordnance, machinery, and transportation equipment).....	4.8	6.5	2.1	3.3	0.5	0.5	1.9	2.4	0.3	0.3	4.0	4.4
Cutlery, handtools, and hardware.....	4.4	5.6	2.3	3.3	.3	.3	1.4	1.7	.3	.4	3.2	3.2
Cutlery and edge tools.....	2.1	2.6	1.3	1.5	.2	.1	.6	.8	.2	.1	2.5	1.8
Handtools.....	3.7	3.8	1.5	2.0	.4	.3	1.4	1.3	.2	.2	2.8	2.8
Hardware.....	5.2	7.2	2.9	4.3	.3	.3	1.7	2.1	.3	.5	3.0	3.8
Heating apparatus (except electric) and plumbers' supplies.....	5.8	6.9	2.6	4.0	.5	.7	2.5	2.1	.2	.2	3.2	5.2
Sanitary ware and plumbers' supplies.....	4.6	4.5	2.0	2.9	.3	.5	2.1	.9	.2	.1	2.1	4.0
Oil burners, nonelectric heating and cooking apparatus, not elsewhere classified.....	6.8	9.1	3.1	4.9	.7	.9	2.8	3.0	.3	.3	4.2	6.3
Fabricated structural metal products.....	3.8	5.3	2.0	3.4	.6	.7	1.1	1.0	.2	.2	4.0	4.6
Metal stamping, coating, and engraving.....	5.9	10.3	2.2	3.2	.5	.4	2.8	6.1	.5	.5	5.9	5.7
Machinery (except electrical).....	3.4	4.2	1.5	2.2	.3	.3	1.4	1.4	.3	.2	2.5	2.8
Engines and turbines.....	4.6	3.5	1.4	2.3	.5	.5	2.5	.5	.2	.3	2.6	3.2
Agricultural machinery and tractors.....	(1)	7.5	(1)	2.1	(1)	.2	(1)	4.9	(1)	.3	(1)	2.0
Construction and mining machinery.....	3.3	5.0	1.4	2.4	.3	.4	1.5	2.1	.2	.1	1.9	2.1
Metalworking machinery.....	2.8	3.3	1.5	2.4	.4	.3	.7	.4	.1	.1	2.1	2.9
Machine tools.....	2.2	3.0	1.2	2.2	.3	.3	.6	.3	.1	.2	1.6	2.7
Metalworking machinery (except machine tools).....	3.3	3.5	1.7	2.4	.7	.3	.8	.6	.2	.1	2.5	2.8
Machine-tool accessories.....	3.6	3.9	2.1	3.1	.3	.4	1.1	.4	.2	.1	2.8	3.6
Special-industry machinery (except metalworking machinery).....	2.8	4.0	1.5	2.3	.4	.4	.7	1.1	.2	.1	2.3	3.1
General industrial machinery.....	2.9	3.6	1.4	2.3	.4	.4	1.0	.7	.1	.2	2.3	2.7
Office and store machines and devices.....	2.3	3.0	1.7	2.4	.2	.3	.3	.1	.2	.2	3.2	4.3
Service-industry and household machines.....	4.1	4.4	1.5	2.0	.3	.2	1.7	1.9	.6	.4	4.0	3.0
Miscellaneous machinery parts.....	3.4	4.1	1.4	2.1	.3	.3	1.5	1.4	.3	.2	2.4	2.5
Electrical machinery.....	4.5	4.7	2.4	3.3	.4	.4	1.4	.8	.3	.3	3.1	4.1
Electrical generating, transmission, distribution, and industrial apparatus.....	3.3	3.5	1.2	2.1	.2	.2	1.6	1.0	.2	.3	1.7	2.1
Communication equipment.....	(1)	5.4	(1)	4.0	(1)	.4	(1)	.7	(1)	.3	(1)	5.3
Radios, phonographs, television sets, and equipment.....	5.9	6.1	3.2	4.2	.8	.6	1.7	1.0	.3	.3	4.2	6.1
Telephone, telegraph, and related equipment.....	(1)	3.4	(1)	2.8	(1)	.1	(1)	(1)	(1)	.4	(1)	3.4
Electrical appliances, lamps, and miscellaneous products.....	4.6	5.3	2.3	3.6	.4	.4	1.5	1.0	.4	.2	3.1	4.7
Transportation equipment.....	5.8	7.1	2.1	3.2	.4	.4	3.0	3.1	.5	.4	5.2	5.1
Automobiles.....	6.9	8.1	1.8	3.0	.3	.4	4.2	4.1	.7	.6	6.1	4.9
Aircraft and parts.....	3.8	4.9	2.3	3.3	.4	.4	1.1	1.0	.2	.2	3.6	4.5
Aircraft.....	3.5	5.2	2.3	3.5	.3	.3	.8	1.2	.1	.2	3.7	4.8
Aircraft engines and parts.....	4.2	3.8	2.1	3.0	.5	.5	1.4	.2	.3	.2	3.9	4.0
Aircraft propellers and parts.....	(1)	2.7	(1)	1.5	(1)	.3	(1)	.8	(1)	.1	(1)	2.1
Other aircraft parts and equipment.....	5.2	5.5	2.4	3.2	.5	.5	2.1	1.6	.2	.2	2.4	4.1
Ship- and boatbuilding and repairing.....	9.4	12.0	3.2	4.2	.8	.6	5.2	7.1	.3	.2	8.9	9.6
Railroad equipment.....	6.4	8.3	1.5	2.3	.5	.4	3.5	4.9	1.0	.8	4.6	4.9
Locomotives and parts.....	(1)	10.4	(1)	1.6	(1)	.1	(1)	8.0	(1)	.8	(1)	1.6
Railroad and streetcars.....	6.4	5.9	1.9	3.2	.6	.8	3.4	1.3	.5	.7	5.8	8.6
Other transportation equipment.....	6.1	6.3	1.2	2.2	.5	.6	4.0	3.4	.4	.2	1.4	2.9
Instruments and related products.....	2.4	3.0	1.5	2.1	.2	.2	.5	.4	.2	.2	1.7	2.6
Photographic apparatus.....	3.7	2.6	3.3	2.3	(1)	(1)	.2	.1	.2	.1	1.6	1.7
Watches and clocks.....	3.2	4.3	1.9	3.6	.2	.3	.8	.2	.2	.3	2.7	6.4
Professional and scientific instruments.....	1.7	3.0	.8	1.8	.2	.2	.5	.6	.2	.3	1.4	2.2
Miscellaneous manufacturing industries.....	5.2	6.2	3.3	4.6	.5	.5	1.1	.8	.3	.3	4.6	6.1
Jewelry, silverware, and plated ware.....	3.9	4.6	2.6	3.9	.3	.3	.9	.2	.1	.2	3.4	5.0
Nonmanufacturing												
Metal mining.....	3.5	5.5	2.1	4.2	.3	.4	.9	.6	.2	.3	3.7	4.8
Iron mining.....	2.2	2.7	.5	2.0	.2	.1	1.2	.3	.2	.3	2.0	1.6
Copper mining.....	3.8	5.3	3.1	4.6	.3	.3	(1)	.1	.3	.3	5.4	6.5
Lead and zinc mining.....	4.2	6.9	1.4	3.1	.1	.3	2.6	3.1	.1	.4	1.6	3.2
Anthracite mining.....	1.3	1.4	.5	1.1	(1)	(1)	.7	.2	.1	.1	5.9	1.5
Bituminous-coal mining.....	1.8	1.8	.7	1.2	(1)	(1)	.9	.5	.1	.1	1.3	1.5
Communication:												
Telephone.....	(1)	3.0	(1)	2.5	(1)	.1	(1)	.4	(1)	.1	(1)	1.9
Telegraph.....	(1)	2.8	(1)	2.0	(1)	.1	(1)	.5	(1)	.2	(1)	2.0

<sup>1</sup> See footnote 1, table B-1. Current month data subject to revision without notation; revised figures for earlier months will be indicated by footnotes.<sup>2</sup> See footnote 2, table A-2.<sup>3</sup> See footnote 3, table A-2. Printing, publishing, and allied industries are excluded.<sup>4</sup> Less than 0.05.<sup>5</sup> Data are not available.<sup>6</sup> Data relate to domestic employees except messengers and those employees compensated entirely on a commission basis.



## C: Earnings and Hours

TABLE C-1: Hours and gross earnings of production workers or nonsupervisory employees<sup>1</sup>

Year and month	Mining																		Coal																	
	Metal																		Coal																	
	Total: Metal						Iron						Copper						Lead and zinc						Anthracite						Bituminous					
	Avg. wky. earnings	Avg. wky. hours	Avg. hrly. earnings	Avg. wky. earnings	Avg. wky. hours	Avg. hrly. earnings	Avg. wky. earnings	Avg. wky. hours	Avg. hrly. earnings	Avg. wky. earnings	Avg. wky. hours	Avg. hrly. earnings	Avg. wky. earnings	Avg. wky. hours	Avg. hrly. earnings	Avg. wky. earnings	Avg. wky. hours	Avg. hrly. earnings	Avg. wky. earnings	Avg. wky. hours	Avg. hrly. earnings	Avg. wky. earnings	Avg. wky. hours	Avg. hrly. earnings												
1951: Average	\$74.56	43.6	\$1.71	\$72.68	42.5	\$1.71	\$78.54	46.2	\$1.70	\$76.11	43.0	\$1.77	\$66.66	30.3	\$2.20	\$77.79	35.2	\$2.21	\$66.66	30.3	\$2.20	\$77.79	35.2	\$2.21												
1952: Average	81.65	43.9	1.85	80.34	43.9	1.85	85.73	46.6	1.88	81.60	42.5	1.92	71.19	31.5	2.26	78.32	34.2	2.23	71.19	31.5	2.26	78.32	34.2	2.23												
October	84.61	44.3	1.91	86.40	45.0	1.92	88.78	46.0	1.93	79.61	41.9	1.90	71.58	32.1	2.23	75.58	32.3	2.38	71.58	32.1	2.23	75.58	32.3	2.38												
1953: December	84.83	43.5	1.95	82.78	41.6	1.99	90.40	46.6	1.94	82.18	42.8	1.92	85.55	34.5	2.48	91.73	36.4	2.48	85.55	34.5	2.48	91.73	36.4	2.48												
1953: January	84.71	43.0	1.97	82.21	40.7	2.02	92.06	46.8	1.98	80.26	41.8	1.92	70.75	28.3	2.80	87.79	35.4	2.48	70.75	28.3	2.80	87.79	35.4	2.48												
February	84.08	42.9	1.96	83.42	41.5	2.01	88.14	45.2	1.95	80.64	42.0	1.92	86.75	34.7	2.60	81.42	32.7	2.48	86.75	34.7	2.60	81.42	32.7	2.48												
March	84.48	43.1	1.96	84.03	41.6	2.02	87.95	45.1	1.95	81.13	42.7	1.90	65.70	29.6	2.47	81.76	33.1	2.47	65.70	29.6	2.47	81.76	33.1	2.47												
April	84.67	43.2	1.96	84.84	42.0	2.02	88.53	45.4	1.95	79.57	42.1	1.89	61.99	25.3	2.45	79.61	32.1	2.45	61.99	25.3	2.45	79.61	32.1	2.45												
May	86.29	43.8	1.97	88.74	43.5	2.04	88.98	45.4	1.95	79.00	41.8	1.89	77.19	31.0	2.49	84.97	34.4	2.47	77.19	31.0	2.49	84.97	34.4	2.47												
June	86.96	43.7	1.99	90.67	43.8	2.07	87.81	44.8	1.96	70.61	41.9	1.90	91.63	36.8	2.49	91.25	36.5	2.50	91.63	36.8	2.49	91.25	36.5	2.50												
July	88.82	42.7	2.08	95.82	42.4	2.26	86.33	43.6	1.98	79.52	41.2	1.93	83.89	34.1	2.46	84.97	34.4	2.47	83.89	34.1	2.46	84.97	34.4	2.47												
August	92.40	44.0	2.10	98.99	43.8	2.26	93.32	46.2	2.02	79.90	41.4	1.93	61.49	25.2	2.44	92.88	37.3	2.48	61.49	25.2	2.44	92.88	37.3	2.48												
September	95.23	44.5	2.14	101.02	44.5	2.27	98.80	47.5	2.08	82.76	41.8	1.98	71.38	28.9	2.47	86.06	34.7	2.48	71.38	28.9	2.47	86.06	34.7	2.48												
October	90.29	43.2	2.09	91.91	41.4	2.22	96.63	47.6	2.03	79.93	41.2	1.94	73.46	29.5	2.49	89.41	36.2	2.47	79.93	41.2	1.94	73.46	29.5	2.49												
Mining—Continued																		Contract construction																		
Crude petroleum and natural gas production						Nonmetallic mining and quarrying						Total: Contract construction						Nonbuilding construction																		
Petroleum and natural gas production (except contract services)																		Total: Nonbuilding construction																		
																		Highway and street																		
																		Other nonbuilding construction																		
1951: Average	\$79.76	40.9	\$1.95	\$67.05	45.0	\$1.49	\$81.46	37.9	\$2.15	\$80.78	40.8	\$1.98	\$74.02	41.0	\$1.82	\$83.26	40.6	\$2.10	\$74.02	41.0	\$1.82	\$83.26	40.6	\$2.10												
1952: Average	85.90	41.1	2.09	71.10	45.0	1.58	87.85	38.7	2.27	80.72	41.1	2.11	80.26	41.8	1.92	91.35	40.6	2.25	80.26	41.8	1.92	91.35	40.6	2.25												
October	86.48	40.6	2.13	75.63	46.4	1.63	92.66	39.6	2.34	94.39	43.1	2.19	88.40	44.2	2.00	98.75	42.2	2.34	88.40	44.2	2.00	98.75	42.2	2.34												
1953: December	87.72	40.8	2.18	71.28	44.0	1.62	90.86	38.5	2.36	87.02	40.1	2.17	78.59	40.3	1.95	92.40	40.0	2.31	87.02	40.1	2.17	78.59	40.3	1.95												
1953: January	86.40	41.2	2.17	70.19	42.8	1.64	88.16	37.2	2.37	83.93	38.5	2.18	74.31	38.5	1.93	89.82	38.5	2.32	83.93	38.5	2.18	74.31	38.5	1.93												
February	88.29	40.5	2.18	70.85	43.2	1.64	89.01	37.4	2.38	85.19	35.9	2.19	77.22	39.2	1.97	90.02	38.8	2.32	85.19	35.9	2.19	77.22	39.2	1.97												
March	88.73	40.7	2.18	72.77	44.1	1.65	88.67	37.1	2.39	84.26	38.3	2.20	75.42	37.9	1.99	89.55	38.6	2.32	84.26	38.3	2.20	75.42	37.9	1.99												
April	88.13	40.8	2.16	74.37	44.8	1.66	89.15	37.3	2.39	85.02	39.0	2.18	77.62	39.4	1.97	90.02	38.8	2.32	85.02	39.0	2.18	77.62	39.4	1.97												
May	88.99	41.2	2.16	75.94	45.2	1.68	90.58	37.9	2.39	87.20	40.0	2.18	81.61	40.4	2.02	91.71	39.7	2.31	87.20	40.0	2.18	81.61	40.4	2.02												
June	87.02	40.1	2.17	76.78	45.7	1.68	92.25	38.6	2.39	91.34	41.9	2.18	88.10	43.4	2.03	94.19	40.6	2.32	91.34	41.9	2.18	88.10	43.4	2.03												
July	92.74	41.4	2.24	77.63	45.4	1.71	91.82	38.1	2.41	92.16	41.7	2.21	88.37	42.9	2.06	95.65	40.7	2.35	92.16	41.7	2.21	88.37	42.9	2.06												
August	93.83	41.7	2.25	79.41	45.9	1.73	94.18	38.6	2.44	96.05	42.5	2.26	92.42	43.8	2.11	98.95	41.4	2.39	96.05	42.5	2.26	92.42	43.8	2.11												
September	92.16	40.6	2.27	78.23	44.7	1.75	90.90	37.1	2.45	91.03	40.1	2.27	87.54	41.1	2.13	94.08	39.2	2.40	91.03	40.1	2.27	87.54	41.1	2.13												
October	90.05	40.2	2.24	79.17	45.5	1.74	95.10	38.5	2.47	96.41	42.1	2.29	92.23	43.1	2.14	99.70	41.2	2.42	96.41	42.1	2.29	92.23	43.1	2.14												
Building construction																		Special-trade contractors																		
Total: Building construction						General contractors						Total: Special-trade contractors						Painting and decorating																		
1951: Average	\$81.47	37.2	\$2.19	\$75.03	39.6	\$2.05	\$87.32	37.8	\$2.31	\$91.34	39.2	\$2.33	\$78.76	35.8	\$2.20	\$102.26	40.1	\$2.55	\$78.76	35.8	\$2.20	\$102.26	40.1	\$2.55												
1952: Average	88.01	38.1	2.31	82.78	38.5	2.15	91.99	37.7	2.44	94.92	38.9	2.44	82.72	35.2	2.35	110.30	40.7	2.71	82.72	35.2	2.35	110.30	40.7	2.71												
October	92.11	38.7	2.38	87.64	39.3	2.23	96.13	38.3	2.51	97.61	39.2	2.49	88.82	36.4	2.44	114.80	41.0	2.80	88.82	36.4	2.44	114.80	41.0	2.80												
1953: December	91.68	38.2	2.40	88.37	39.1	2.26	94.50	37.5	2.32	98.50	39.4	2.50	84.46	34.9	2.42	114.11	40.9	2.79	98.50	39.4	2.50	84.46	34.9	2.42												
1953: January	88.93	36.9	2.41	86.26	38.0	2.27	91.33	36.1	2.53	96.28	38.5	2.50	81.41	33.5	2.43	111.50	40.4	2.76	96.28	38.5	2.50	81.41	33.5	2.43												
February	89.78	37.1	2.42	86.71	38.2	2.27	92.20	36.3	2.54	95.00	38.0	2.50	82.95	34.0	2.44	106.97	39.7	2.77	95.00	38.0	2.50	82.95	34.0	2.44												
March	89.79	36.8	2.44	85.79	37.3	2.30	92.82	36.4	2.55	96.39	38.1	2.53	84.18	34.5	2.44	110.21	39.5	2.79	96.39	38.1	2.53	84.18	34.5	2.44												
April	90.04	36.9	2.44	86.71	37.7	2.30	92.57	36.3	2.55	96.39	38.1	2.53	84.18	34.4	2.45	109.09	39.1	2.79	96.39	38.1	2.53	84.18	34.4	2.45												
May	91.01	37.3	2.44	87.40	38.0	2.30	94.21	36.8	2.56	97.41	38.2	2.55	85.61	34.8	2.46	109.98	39.0	2.82	97.41	38.2	2.55	85.61	34.8	2.46												
June	91.99	37.7	2.44	88.55	38.5	2.30	94.98	37.1	2.56	97.67	38.3	2.55	87.75	35.1	2.50	110.21	39.5	2.79	97.67	38.3	2.55	87.75	35.1	2.50												
July	91.64	37.1	2.47	87.14	37.4	2.33	95.20	36.9	2.58	97.01	37.6	2.58	88.25	35.2	2.51	109.48	39.1	2.80	97.01	37.6	2.58	88.25	35.2	2.51												
August	93.62	37.6	2.49	89.68	38.0	2.36	96.98	37.3	2.60	98.68	38.1	2.59	89.06	35.2	2.53	112.29	39.4	2.85	98.68	38.1	2.59	89.06	35.2	2.53												
September	90.75	36.3	2.50	86.27	36.4	2.37	94.22	36.1	2.61	94.79	36.6	2.59	85.14	34.7	2.54	107.14	37.2	2.88	94.79	36.6	2.59	85.14	34.7	2.54												
October	94.50	37.5	2.52	89.73	37.7	2.38	98.36	36.4	2.63	100.22	38.4	2.61	92.01	35.8	2.57	113.47	39.4	2.88	100.22	38.4	2.61	92.01	35.8	2.57												
Other special-trade contractors						Masonry						Plastering and lathing						Carpentry						Roofing and sheet-metal work						Excavation and foundation work						
1951: Average	\$83.62	37.0	\$2.26	\$78.05	35.0	\$2.23	\$89.69	34.9	\$2.57	\$73.24	35.9	\$2.04	\$70.95	36.2	\$1.96	\$81.93	39.2	\$2.09	\$70.95	36.2	\$1.96	\$81.93	39.2	\$2.09												
1952: Average	88.43	37.0	2.39	81.55	34.7	2.35	90.05	33.6	2.68	75.90	35.8	2.12	76.53	36.1	2.12	85.81	40.1	2.14	76.53	36.1	2.12	85.81	40.1	2.14												
October	92.12	37.6	2.45	88.82	36.4	2.44	93.41	33.6	2.78	80.22	36.3	2.21	82.13	37.5	2.19	93.04	42.1	2.21	80.22	36.3	2.21	82.13	37.5	2.19												
1953: December	89.41	36.2	2.47	82.50	33.0	2.50	92.50	32.8	2.82	79.82	35.5	2.24	81.03	36.5	2.22	86.80	39.1	2.20	79.82	35.5	2.24	81.03	36.5	2.22												
1953: January	88.16	34.2	2.49	80.29	30.9	2.50	89.80	31.4	2.86	71.78	31.9	2.25	73.93	33.3	2.22	82.72	37.6	2.30	71.78	31.9	2.25	73.93	33.3	2.22												
February	87.25	34.9	2.50	79.36	32.0	2.48	95.24	33.3	2.85	75.12	34.7	2.28	74.14	33.1	2.24	83.25	37.5	2.22	75.12	34.7	2.28	74.14	33.1	2.24												
March	88.10	35.1	2.51	81.50	32.6	2.50	95.99	33.1	2.90	78.30	34.8	2.25	75.94	33.9																						

TABLE C-1: Hours and gross earnings of production workers or nonsupervisory employees<sup>1</sup>—Continued

Year and month	Manufacturing															Food and kindred products					
	Total: Manu- facturing			Durable goods <sup>2</sup>			Nondurable goods <sup>2</sup>			Total: Ordnance and accessories			Total: Food and kindred products								
	Avg. wkly. earnings	Avg. wkly. hours	Avg. hrlly. earnings	Avg. wkly. earnings	Avg. wkly. hours	Avg. hrlly. earnings	Avg. wkly. earnings	Avg. wkly. hours	Avg. hrlly. earnings	Avg. wkly. earnings	Avg. wkly. hours	Avg. hrlly. earnings	Avg. wkly. earnings	Avg. wkly. hours	Avg. hrlly. earnings	Avg. wkly. earnings	Avg. wkly. hours	Avg. hrlly. earnings			
1951: Average.....	\$64.71	40.7	\$1.59	\$69.47	41.6	\$1.67	\$58.46	39.8	\$1.48	\$74.12	43.6	\$1.70	\$59.92	41.9	\$1.43	\$65.78	41.9	\$1.87			
1952: Average.....	67.97	40.7	1.67	73.04	41.5	1.76	60.98	39.6	1.54	77.22	42.9	1.80	63.23	41.6	1.82	70.30	41.6	1.69			
October.....	70.38	41.4	1.70	76.38	42.2	1.81	62.06	40.3	1.54	78.26	42.3	1.85	63.54	41.8	1.82	71.65	41.9	1.71			
1952: December.....	72.14	41.7	1.73	77.78	42.5	1.83	63.59	40.5	1.57	76.73	41.7	1.84	65.68	42.1	1.86	77.26	44.4	1.74			
1953: January.....	71.34	41.0	1.74	76.91	41.8	1.84	62.88	39.8	1.58	75.85	41.0	1.85	65.35	41.1	1.89	74.23	41.7	1.78			
February.....	71.17	40.9	1.74	77.15	41.7	1.85	62.58	39.8	1.58	77.38	41.6	1.86	64.71	40.7	1.89	70.00	40.0	1.75			
March.....	71.93	41.1	1.75	77.52	41.9	1.85	63.90	40.0	1.59	77.46	41.2	1.88	65.28	40.8	1.90	71.33	40.3	1.77			
April.....	71.40	40.8	1.75	77.38	41.5	1.86	62.81	39.5	1.59	78.52	40.7	1.88	64.64	40.4	1.90	70.62	39.9	1.77			
May.....	71.63	40.7	1.76	77.19	41.5	1.86	63.20	39.5	1.60	78.25	41.4	1.89	66.17	41.1	1.91	71.86	40.6	1.77			
June.....	71.63	40.7	1.76	77.42	41.4	1.87	63.52	39.7	1.60	78.88	41.3	1.91	67.14	41.7	1.91	74.29	41.5	1.70			
July.....	71.33	40.3	1.77	76.70	40.8	1.88	63.76	39.6	1.61	77.87	41.2	1.89	66.88	41.8	1.90	72.85	40.7	1.79			
August.....	71.69	40.5	1.77	77.27	41.1	1.88	63.76	39.6	1.61	78.12	40.9	1.91	65.83	41.4	1.90	72.67	40.6	1.79			
September.....	71.02	39.9	1.78	76.73	40.6	1.89	63.41	38.9	1.63	79.13	41.0	1.93	67.14	41.7	1.91	76.96	41.6	1.85			
October.....	71.73	40.3	1.78	77.49	41.0	1.89	63.50	39.2	1.62	79.54	41.0	1.94	67.23	41.5	1.92	70.05	42.5	1.86			
Food and kindred products—Continued																					
Meatpacking, wholesale			Sausages and curing			Dairy products <sup>4</sup>			Condensed and evaporated milk			Ice cream and ices			Canning and preserving <sup>5</sup>						
1951: Average.....	\$68.30	41.9	\$1.63	\$65.78	41.9	\$1.57	\$60.83	44.4	\$1.37	\$63.02	46.0	\$1.37	\$62.44	44.6	\$1.40	\$50.80	40.0	\$1.27			
1952: Average.....	73.39	41.7	1.76	69.72	42.0	1.66	63.80	44.0	1.45	66.27	45.7	1.45	64.06	43.6	1.47	51.88	39.3	1.32			
October.....	74.58	41.9	1.78	71.06	41.8	1.70	64.23	43.4	1.48	68.99	45.2	1.46	64.20	42.8	1.50	54.13	40.7	1.33			
1952: December.....	81.54	45.3	1.80	72.68	42.5	1.71	67.45	43.6	1.51	67.49	45.6	1.48	65.60	42.6	1.54	51.65	37.7	1.37			
1953: January.....	77.53	42.3	1.84	70.97	41.5	1.71	65.84	43.8	1.54	69.77	45.9	1.52	65.72	42.4	1.55	52.72	38.2	1.38			
February.....	72.40	40.0	1.81	70.00	40.7	1.72	67.61	43.9	1.54	68.55	45.7	1.50	66.19	42.7	1.55	53.20	38.0	1.40			
March.....	73.71	40.5	1.82	71.23	40.7	1.75	65.97	43.4	1.52	68.55	45.4	1.51	66.19	42.7	1.55	53.02	37.6	1.41			
April.....	73.02	39.9	1.83	71.05	40.6	1.75	66.19	43.2	1.53	68.77	45.9	1.52	65.41	42.2	1.55	51.61	38.6	1.41			
May.....	74.15	40.3	1.84	73.01	42.2	1.73	67.32	44.0	1.53	69.92	46.0	1.52	67.86	43.5	1.56	52.26	37.6	1.39			
June.....	76.63	41.2	1.86	74.56	43.1	1.73	68.39	44.7	1.53	72.05	47.4	1.52	68.61	43.7	1.57	51.44	38.1	1.35			
July.....	75.52	40.6	1.86	74.55	42.6	1.75	69.73	44.7	1.56	72.22	47.2	1.53	70.68	43.9	1.61	54.14	40.4	1.34			
August.....	75.33	40.5	1.86	74.03	42.3	1.75	68.51	44.2	1.55	69.92	46.0	1.52	68.85	43.3	1.59	54.14	40.1	1.35			
September.....	81.06	42.0	1.93	74.88	41.6	1.80	69.84	44.2	1.58	72.23	46.6	1.55	71.83	43.8	1.64	54.54	40.4	1.35			
October.....	83.61	43.1	1.94	73.57	41.1	1.79	68.69	43.2	1.59	68.10	45.1	1.51	69.80	42.3	1.65	53.86	39.6	1.36			
Seafood, canned and cured			Canned fruits, vege- tables, and soups			Grain-mill products <sup>6</sup>			Flour and other grain-mill products			Prepared feeds			Bakery products <sup>7</sup>						
1951: Average.....	\$44.40	29.8	\$1.49	\$53.00	41.8	\$1.27	\$65.85	45.1	\$1.46	\$67.34	45.5	\$1.48	\$64.54	46.1	\$1.40	\$38.24	41.6	\$1.40			
1952: Average.....	45.57	31.0	1.47	54.12	41.0	1.32	69.15	44.9	1.54	71.71	45.1	1.59	67.62	46.0	1.47	61.57	41.6	1.48			
October.....	49.49	33.9	1.46	56.53	42.5	1.33	69.75	45.0	1.55	72.32	45.2	1.60	68.39	45.9	1.49	62.40	41.6	1.50			
1952: December.....	44.70	30.0	1.49	54.51	39.5	1.38	69.26	44.4	1.56	72.58	44.8	1.62	68.10	45.4	1.50	62.78	41.3	1.52			
1953: January.....	41.80	27.5	1.52	56.30	40.8	1.38	71.20	44.5	1.60	74.82	44.8	1.67	68.40	45.0	1.52	62.58	40.9	1.53			
February.....	46.96	30.1	1.56	56.56	40.4	1.40	68.21	42.9	1.59	71.45	43.3	1.65	65.38	43.3	1.51	63.04	41.2	1.53			
March.....	41.44	28.0	1.48	56.52	39.8	1.42	69.60	43.5	1.60	72.27	43.8	1.65	67.63	44.2	1.53	63.65	41.6	1.53			
April.....	46.94	29.7	1.55	53.86	38.2	1.41	69.39	43.1	1.61	70.38	42.4	1.66	68.99	44.8	1.54	63.45	41.2	1.54			
May.....	40.23	27.0	1.49	55.86	39.9	1.40	71.60	44.2	1.62	73.48	44.0	1.67	69.92	45.4	1.54	64.02	41.3	1.55			
June.....	43.39	30.3	1.43	54.10	39.2	1.38	72.32	45.2	1.60	74.50	44.4	1.68	70.97	47.0	1.51	65.36	41.9	1.56			
July.....	56.92	35.8	1.59	54.78	41.5	1.52	72.74	44.9	1.62	76.84	45.2	1.70	66.77	45.9	1.52	65.73	41.6	1.58			
August.....	50.38	32.5	1.55	55.35	41.0	1.55	72.37	44.4	1.63	77.74	45.2	1.72	69.45	45.1	1.54	65.41	41.4	1.58			
September.....	39.46	27.4	1.44	56.58	41.3	1.37	73.47	44.8	1.64	79.28	45.3	1.75	70.37	45.4	1.55	66.72	41.7	1.60			
October.....	41.18	29.0	1.42	56.58	41.0	1.38	72.93	44.2	1.65	80.61	45.8	1.76	68.98	44.5	1.55	65.67	41.3	1.59			
Bread and other bakery products			Biscuits, crackers, and pretzels			Sugar <sup>8</sup>			Cane-sugar refining			Beet sugar			Confectionery and related products <sup>9</sup>						
1951: Average.....	\$59.63	41.7	\$1.43	\$53.41	41.4	\$1.29	\$90.15	41.2	\$1.46	\$63.14	41.0	\$1.54	\$61.24	41.1	\$1.49	\$49.97	40.3	\$1.24			
1952: Average.....	63.38	41.7	1.52	56.17	41.3	1.35	64.41	42.1	1.53	66.58	41.1	1.62	65.94	42.0	1.57	52.27	39.9	1.31			
October.....	64.22	41.7	1.54	56.72	41.4	1.37	60.58	41.2	1.47	65.69	40.3	1.63	60.18	41.5	1.45	53.19	40.6	1.31			
1952: December.....	64.48	41.6	1.55	55.74	40.1	1.39	66.44	45.2	1.47	67.08	40.9	1.64	71.48	44.4	1.61	53.84	41.1	1.31			
1953: January.....	63.80	40.9	1.56	56.99	41.0	1.39	64.80	40.0	1.62	68.80	40.1	1.67	61.77	34.9	1.77	51.87	38.0	1.33			
February.....	64.37	41.0	1.57	58.66	41.9	1.40	67.32	40.8	1.65	69.03	39.9	1.73	60.42	39.0	1.78	52.54	39.5	1.33			
March.....	64.68	41.2	1.57	60.19	43.3	1.39	74.63	43.9	1.70	79.57	44.7	1.78	69.71	38.6	1.78	52.66	39.5	1.34			
April.....	64.68	41.2	1.57	57.54	41.1	1.40	70.21	41.3	1.70	74.04	41.7	1.79	66.91	38.9	1.72	51.46	38.4	1.34			
May.....	65.41	41.4	1.58	58.63	41.0	1.43	70.55	41.5	1.70	75.12	42.2	1.78	68.12	38.0	1.74	54.25	39.6	1.37			
June.....	66.94	42.1	1.59	58.49	40.9	1.43	72.58	42.2	1.72	78.37	42.3	1.81	67.37	39.4	1.71	54.35	39.1	1.39			
July.....	67.46	41.9	1.61	58.18	40.9	1.44	73.79	42.1	1.73	79.56	44.2	1.80	67.83	38.9	1.70	53.10	38.2	1.35			
August.....	66.82	41.5	1.61	59.31	40.9	1.45	69.70	41.0	1.70	73.50	42.0	1.78	68.02	38.0	1.79	54.37	39.4	1.38			
September.....	68.22	41.6	1.64	61.47	42.1	1.46	74.45	42.3	1.78	81.03	43.8	1.85	70.12	40.3	1.74	55.18	39.7	1.39			
October.....	67.32	41.3	1.63	59.60	41.1	1.45	65.63	41.5	1.87	72.22	39.9	1.81	63.19	41.3	1.83	55.48	40.2	1.38			

TABLE C-1: Hours and gross earnings of production workers or nonsupervisory employees<sup>1</sup>—Continued

Year and month	Manufacturing—Continued																																			
	Food and kindred products—Continued																																			
	Confectionery			Beverages <sup>1</sup>			Bottled soft drinks			Malt liquors			Distilled, rectified, and blended liquors			Miscellaneous food products <sup>2</sup>																				
	Avg. wkly. earnings	Avg. wkly. hours	Avg. hly. earnings	Avg. wkly. earnings	Avg. wkly. hours	Avg. hly. earnings	Avg. wkly. earnings	Avg. wkly. hours	Avg. hly. earnings	Avg. wkly. earnings	Avg. wkly. hours	Avg. hly. earnings	Avg. wkly. earnings	Avg. wkly. hours	Avg. hly. earnings	Avg. wkly. earnings	Avg. wkly. hours	Avg. hly. earnings																		
1951: Average.....	\$48.36	40.3	\$1.20	\$68.39	41.7	\$1.64	\$53.19	43.6	\$1.22	\$78.91	41.1	\$1.97	\$68.74	40.2	\$1.71	\$57.11	42.3	\$1.35																		
1952: Average.....	50.67	39.9	1.27	71.14	41.6	1.71	55.73	43.2	1.29	82.20	41.1	2.00	70.88	39.6	1.79	59.78	42.1	1.43																		
October.....	51.56	40.6	1.27	70.18	40.8	1.72	55.02	42.0	1.31	81.20	40.2	2.02	68.56	38.3	1.79	60.20	42.1	1.43																		
1952: December.....	52.45	41.3	1.27	71.98	40.9	1.76	58.38	42.6	1.37	82.62	40.5	2.04	69.50	38.4	1.81	60.47	41.7	1.45																		
1953: January.....	50.18	38.9	1.29	70.93	40.3	1.76	56.71	41.7	1.36	80.79	39.8	2.03	70.67	38.2	1.85	61.27	41.4	1.48																		
February.....	50.30	39.3	1.28	71.51	40.4	1.77	57.12	42.0	1.36	82.40	40.0	2.06	69.93	37.8	1.85	61.54	41.3	1.49																		
March.....	50.83	39.1	1.30	71.96	40.2	1.79	58.23	42.5	1.37	82.95	39.5	2.10	69.01	37.3	1.85	61.27	41.4	1.48																		
April.....	49.66	38.2	1.30	73.49	40.6	1.81	57.40	41.9	1.37	85.46	40.5	2.11	71.24	38.3	1.86	61.39	41.2	1.49																		
May.....	52.00	39.1	1.33	76.54	41.6	1.84	60.20	43.0	1.40	89.66	41.7	2.15	70.67	38.2	1.85	61.90	41.8	1.48																		
June.....	52.13	39.9	1.34	79.66	42.6	1.87	63.05	44.4	1.42	94.98	42.4	2.24	72.91	39.2	1.86	61.86	41.8	1.48																		
July.....	50.65	37.8	1.34	80.60	43.1	1.87	64.08	44.5	1.44	97.45	43.7	2.23	71.05	38.2	1.86	63.57	42.1	1.51																		
August.....	52.14	39.2	1.33	79.19	41.9	1.89	61.35	42.9	1.43	93.68	42.2	2.22	72.94	38.8	1.88	63.57	42.1	1.51																		
September.....	53.46	39.6	1.35	80.67	41.8	1.93	63.66	43.6	1.46	95.22	41.4	2.20	73.14	38.7	1.89	65.06	42.8	1.52																		
October.....	53.73	40.1	1.34	76.73	40.6	1.89	58.79	41.4	1.42	90.45	40.2	2.25	73.10	39.3	1.86	63.54	41.8	1.52																		
Year and month	Food and kindred products—Continued																																			
	Corn, syrup, sugar, oil, and starch						Manufactured ice						Total: Tobacco manufactures						Cigarettes						Cigars						Tobacco and snuff					
1951: Average.....	\$73.37 44.2 \$1.66						\$55.90 46.2 \$1.21						\$43.51 38.5 \$1.13						\$54.37 39.4 \$1.38						\$39.10 37.6 \$1.04						\$45.99 37.7 \$1.22					
1952: Average.....	77.00 43.5 1.77						59.80 46.0 1.30						44.93 38.4 1.17						56.45 39.2 1.44						40.13 37.5 1.07						47.87 37.4 1.28					
October.....	79.90 43.9 1.82						60.43 45.1 1.34						46.06 40.4 1.14						59.57 40.8 1.46						42.62 39.1 1.09						49.14 37.8 1.30					
1952: December.....	75.12 42.2 1.78						61.16 45.3 1.35						46.26 39.2 1.18						59.98 40.8 1.47						41.80 38.0 1.10						50.18 38.9 1.29					
1953: January.....	75.95 41.5 1.83						61.61 45.3 1.36						46.59 38.5 1.21						57.67 39.5 1.46						41.51 37.4 1.11						49.61 38.1 1.31					
February.....	77.78 42.5 1.83						60.21 44.6 1.35						45.39 36.9 1.23						54.75 37.5 1.46						41.51 37.4 1.11						49.48 37.2 1.33					
March.....	76.74 42.4 1.81						60.48 44.8 1.35						47.63 37.8 1.26						57.04 38.4 1.47						41.66 37.2 1.12						47.88 36.0 1.33					
April.....	78.86 42.4 1.86						60.62 44.9 1.35						47.62 37.2 1.28						57.37 38.5 1.49						41.25 36.5 1.13						49.48 37.2 1.33					
May.....	78.81 42.6 1.85						62.24 46.1 1.35						46.99 37.0 1.27						53.55 35.7 1.50						42.83 37.9 1.13						50.82 37.7 1.34					
June.....	81.65 43.2 1.89						62.15 45.7 1.36						46.99 37.0 1.27						54.45 36.3 1.50						42.22 37.7 1.12						51.03 37.8 1.35					
July.....	81.78 43.5 1.88						65.00 47.1 1.38						47.87 37.4 1.28						58.89 39.0 1.51						41.22 36.8 1.12						50.53 37.5 1.35					
August.....	80.56 42.4 1.90						65.55 47.5 1.38						47.46 38.9 1.22						62.68 40.7 1.54						42.60 37.7 1.13						52.25 38.7 1.35					
September.....	85.36 44.0 1.94						67.97 47.2 1.44						46.77 39.3 1.19						60.89 39.8 1.53						43.78 38.4 1.14						54.00 40.6 1.33					
October.....	82.99 43.0 1.93						63.87 45.3 1.41						48.19 39.5 1.22						63.49 40.7 1.56						44.35 38.9 1.14						53.33 39.5 1.35					
Year and month	Textile-mill products																																			
	Textile-mill products—Continued																																			
	Tobacco stemming and redrying						Total: Textile-mill products						Scouring and combing plants						Yarn and thread mills <sup>4</sup>						Yarn mills						Thread mills					
1951: Average.....	\$38.02 39.2 \$0.97						\$51.60 38.8 \$1.33						\$57.82 39.6 \$1.46						\$47.86 38.6 \$1.24						\$48.13 38.5 \$1.25						\$48.64 38.6 \$1.26					
1952: Average.....	38.91 39.3 .99						53.18 39.1 1.36						62.80 40.0 1.57						49.15 38.7 1.27						49.15 38.7 1.27						49.79 38.6 1.29					
October.....	39.15 42.1 .93						55.08 40.5 1.36						65.12 40.7 1.60						50.30 39.3 1.28						50.30 39.3 1.28						51.86 40.2 1.29					
1952: December.....	39.50 39.5 1.00						55.90 40.8 1.37						65.25 41.3 1.58						51.20 40.0 1.28						51.33 40.1 1.28						52.22 40.8 1.28					
1953: January.....	40.58 39.4 1.03						54.94 40.1 1.37						64.71 40.7 1.59						50.18 39.2 1.28						50.18 39.2 1.28						50.18 39.2 1.28					
February.....	37.80 35.0 1.08						54.94 40.1 1.37						63.02 40.4 1.56						50.18 39.2 1.28						50.18 39.2 1.28						52.78 40.6 1.30					
March.....	43.96 38.9 1.13						54.80 40.0 1.37						63.92 40.2 1.59						50.30 39.3 1.28						50.18 39.2 1.28						53.56 41.2 1.30					
April.....	42.34 36.5 1.16						53.84 39.3 1.37						61.30 38.8 1.58						48.77 38.4 1.27						48.51 38.2 1.27						50.29 36.6 1.27					
May.....	42.83 36.3 1.18						53.98 39.4 1.37						64.15 40.6 1.58						49.15 38.7 1.27						48.90 38.6 1.27						50.65 40.2 1.26					
June.....	42.13 35.7 1.18						53.72 39.5 1.36						65.35 41.1 1.59						49.66 39.1 1.27						49.53 39.0 1.27						50.42 39.7 1.27					
July.....	41.65 35.6 1.17						53.18 39.1 1.36						66.14 41.6 1.59						49.15 38.7 1.27						49.15 38.7 1.27						49.39 39.2 1.26					
August.....	39.19 38.8 1.01						53.04 39.0 1.36						63.12 39.7 1.59						48.51 38.2 1.27						48.26 38.0 1.27						49.40 38.9 1.27					
September.....	37.62 39.6 .95						51.65 37.7 1.37						64.24 38.7 1.66						46.85 36.6 1.28						46.70 36.2 1.29						48.13 38.2 1.26					
October.....	38.51 39.3 .98						52.33 38.2 1.37						53.27 33.5 1.59						46.49 36.9 1.26						46.12 36.6 1.26						46.62 37.0 1.26					
Year and month	Textile-mill products—Continued																																			
	Broad-woven fabric mills <sup>5</sup>																																			
	Cotton, silk, synthetic fiber																																			
	United States						North						South						Woolen and worsted						Narrow fabrics and smallwares											
1951: Average.....	\$51.74 39.2 \$1.32						\$50.70 39.3 \$1.29						\$53.54 38.8 \$1.38						\$49.25 39.4 \$1.25						\$57.87 39.1 \$1.48						\$51.48 39.6 \$1.30					
1952: Average.....	51.99 38.8 1.34						49.79 38.6 1.29						55.25 38.1 1.45						48.76 38.7 1.20						62.56 40.1 1.58						54.14 40.1 1.35					
October.....	54.81 40.6 1.35						52.65 40.5 1.30						57.89 40.2 1.44						51.56 40.6 1.27						64.62 40.9 1.58						55.49 40.8 1.36					
1952: December.....	55.35 41.0 1.35						53.17 40.9 1.30						58.75 40.8 1.43						51.94 40.9 1.27						65.83 41.4 1.59						56.03 41.2 1.36					
1953: January.....	54.54 40.4 1.38						52.26 40.2 1.30						58.06 40.6 1.44						50.35 40.1 1.27						64.53 41.1 1.57						55.62 40.9 1.35					
February.....	54.27 40.2 1.35						52.26 40.2 1.30						57.92 40.5 1.43						50.98 40.1 1.27						63.43 40.4 1.57						54.95 40.7 1.36					
March.....	53.80 40.0 1.34						52.13 40.1 1.30						57.23 40.3 1.42						50.93 40.1 1.27						61.93 39.7 1.36						55.22 40.6 1.36					
April.....	53.20 39.7 1.34						51.48 39.6 1.30						56.12 39.8 1.41						50.17 39.5 1.27						62.56 40.1 1.56						55.08 40.5 1.36					
May.....	53.73 40.1 1.34						52.00 40.0 1.30						56.40 40.0 1.41						50.80 40.0 1.27						63.34 40.6 1.56						55.20 40.0 1.36					
June.....	53.47 39.9 1.34						51.21 39.7 1.29						56.54 40.1 1.41						49.90 39.6 1.26						63.90 40.7 1.57						55.73 40.4 1.38					
July.....	52.93 39.5 1.34						50.70 39.3 1.29						55.86 39.8 1.40						48.27 39.1 1.26						64.06 40.8 1.57						53.96 39.1 1.38					
August.....	52.14 39.2 1.33						50.57 39.2 1.29						56.26 39.9 1.41						49.14 39.0 1.26						61.23 39.5 1.55						53.54 38.8 1.38					
September.....	50.79 39.0 1.34						49.14 37.8 1.30						55.41 39.3 1.41						47.30 37.4 1.27						60.06 38.5 1.56						53.84 39.3 1.37					
October.....	50.51 38.2 1.33						49.41 38.3 1.29																		59.12 37.9 1.56						53.96 39.1 1.35					

TABLE C-1: Hours and gross earnings of production workers or nonsupervisory employees <sup>1</sup>—Continued

Year and month		Manufacturing—Continued																	
		Textile-mill products—Continued																	
		Full-fashioned hosiery												Seamless hosiery					
		Knitting mills 1			United States			North			South			United States			North		
		Avg. wkly. earnings	Avg. wkly. hours	Avg. hrlly. earnings	Avg. wkly. earnings	Avg. wkly. hours	Avg. hrlly. earnings	Avg. wkly. earnings	Avg. wkly. hours	Avg. hrlly. earnings	Avg. wkly. earnings	Avg. wkly. hours	Avg. hrlly. earnings	Avg. wkly. earnings	Avg. wkly. hours	Avg. hrlly. earnings	Avg. wkly. earnings	Avg. wkly. hours	Avg. hrlly. earnings
1951: Average	\$47.10	36.8	\$1.28	\$56.94	36.6	\$1.86	\$38.16	35.9	\$1.62	\$55.80	37.2	\$1.50	\$37.17	35.4	\$1.05	\$41.20	37.8	\$1.09	
1952: Average	49.02	38.3	1.28	57.61	37.9	1.82	57.00	37.5	1.52	58.06	38.2	1.52	40.39	37.4	1.08	43.62	38.6	1.13	
October	51.07	39.9	1.28	59.34	39.3	1.51	59.19	39.2	1.51	59.49	39.4	1.51	42.44	39.3	1.08	45.26	39.7	1.14	
1952: December	50.05	39.1	1.28	58.67	38.6	1.82	58.06	38.2	1.52	59.28	39.0	1.52	41.97	38.8	1.09	45.47	39.2	1.16	
1953: January	49.02	38.0	1.20	57.38	37.5	1.83	57.26	37.2	1.54	57.66	37.7	1.53	40.77	37.4	1.09	44.23	37.8	1.17	
February	50.05	38.9	1.30	59.44	38.6	1.54	58.45	38.2	1.33	59.91	38.9	1.54	41.25	37.5	1.10	44.81	38.3	1.17	
March	50.31	38.7	1.30	59.36	38.8	1.53	58.60	38.3	1.33	60.13	39.3	1.53	41.25	37.5	1.10	45.28	38.7	1.17	
April	48.49	37.3	1.30	56.46	36.9	1.53	56.61	37.0	1.53	56.30	36.8	1.53	39.63	35.7	1.11	45.16	38.6	1.17	
May	48.36	37.2	1.30	55.75	36.2	1.54	56.46	36.9	1.53	54.82	35.6	1.54	39.60	36.0	1.10	44.81	38.3	1.17	
June	48.38	37.5	1.29	54.66	36.2	1.51	55.78	36.7	1.52	53.91	35.7	1.51	40.07	37.1	1.08	45.05	38.5	1.17	
July	47.62	37.2	1.58	54.66	36.2	1.51	55.72	36.9	1.51	53.40	35.6	1.50	39.79	36.5	1.09	44.01	37.3	1.18	
August	48.63	37.7	1.29	55.72	36.9	1.51	55.42	36.7	1.51	56.02	37.1	1.51	39.85	36.9	1.08	44.11	37.7	1.17	
September	46.93	36.1	1.30	53.30	35.3	1.51	53.58	37.6	1.50	52.85	35.0	1.51	38.61	35.1	1.10	42.80	36.9	1.16	
October	49.26	37.6	1.31	57.08	37.8	1.48							40.87	36.7	1.10				
		Seamless hosiery—Continued																	
		South			Knit outerwear			Knit underwear			Dyeing and finishing textiles 1			Dyeing and finishing textiles (except wool)			Carpets, rugs, other floor coverings 1		
1951: Average	\$36.09	34.7	\$1.04	\$47.23	38.4	\$1.23	\$42.78	37.2	\$1.15	\$56.77	39.7	\$1.43	\$56.23	39.6	\$1.42	\$63.44	39.9	\$1.89	
1952: Average	39.33	37.1	1.06	49.14	39.0	1.26	45.55	38.6	1.18	62.58	42.0	1.49	62.16	42.0	1.45	68.23	41.1		
October	41.94	39.2	1.07	52.22	40.8	1.29	48.24	40.2	1.20	64.20	42.8	1.50	63.77	42.8	1.49	71.91	42.3	1.70	
1952: December	41.09	38.4	1.07	50.69	39.6	1.28	46.77	39.3	1.19	66.44	44.0	1.51	66.59	44.1	1.51	73.35	42.4	1.73	
1953: January	39.91	37.3	1.07	49.02	38.3	1.28	46.32	38.6	1.20	64.78	42.9	1.51	64.93	43.0	1.51	72.93	42.4	1.72	
February	40.28	37.3	1.08	49.79	38.3	1.30	47.19	38.6	1.21	64.90	42.7	1.52	64.93	42.6	1.51	75.25	42.0	1.75	
March	40.18	37.2	1.08	50.57	38.9	1.30	46.80	39.0	1.20	63.12	41.8	1.51	62.40	41.6	1.50	72.83	42.1	1.73	
April	38.15	35.0	1.09	50.44	38.5	1.31	45.72	38.1	1.20	62.10	41.4	1.50	61.54	41.3	1.49	71.45	41.8	1.73	
May	38.23	35.4	1.08	50.70	38.7	1.31	45.96	38.3	1.20	60.79	40.8	1.49	60.24	40.7	1.48	69.84	39.8	1.72	
June	38.90	36.7	1.06	51.19	38.2	1.34	45.22	38.0	1.19	63.72	42.2	1.51	63.15	42.1	1.50	68.74	40.2	1.71	
July	38.84	36.3	1.07	50.25	37.5	1.34	44.96	38.1	1.18	60.64	40.7	1.49	60.09	40.6	1.48	69.20	40.0	1.73	
August	38.90	36.7	1.06	52.65	39.0	1.35	44.96	38.1	1.18	60.05	40.3	1.49	59.79	40.4	1.48	69.89	40.4	1.73	
September	37.48	34.7	1.08	49.55	36.7	1.35	44.52	37.1	1.20	58.26	39.1	1.49	57.87	39.1	1.48	68.51	39.6	1.73	
October				53.96	39.1	1.38	44.65	36.9	1.21	59.55	39.7	1.50	59.15	39.7	1.49	69.55	40.2	1.73	
		Wool carpets, rugs, and carpet yarn			Hats (except cloth and millinery)			Miscellaneous textile goods 1			Felt goods (except woven felts and hats)			Lace goods			Paddings and upholstery filling		
1951: Average	\$90.10	37.8	\$1.80	\$49.87	36.4	\$1.37	\$57.11	40.5	\$1.41	\$66.24	41.4	\$1.60	\$52.97	37.3	\$1.42	\$38.15	40.1	\$1.45	
1952: Average	65.74	39.6	1.66	53.30	37.2	1.43	60.69	40.6	1.48	67.70	40.3	1.68	57.22	38.4	1.49	64.17	41.4	1.55	
October	71.97	41.6	1.73	53.34	37.3	1.43	62.70	41.8	1.50	70.86	41.2	1.72	59.13	38.9	1.52	69.84	44.2	1.88	
1952: December	71.93	41.1	1.75	56.70	39.1	1.45	64.02	42.4	1.51	71.72	41.7	1.72	59.99	39.4	1.52	71.10	45.0	1.88	
1953: January	74.10	42.1	1.76	57.66	38.7	1.49	62.06	41.1	1.51	69.80	41.3	1.69	58.74	38.9	1.51	68.73	43.5	1.88	
February	74.82	42.1	1.77	57.87	39.1	1.48	61.65	41.1	1.50	71.38	41.5	1.72	60.21	39.1	1.54	64.43	41.3	1.86	
March	72.86	41.4	1.76	57.13	38.6	1.48	62.67	41.5	1.51	71.49	42.3	1.69	61.46	39.4	1.56	64.43	41.3	1.86	
April	70.53	40.3	1.75	51.80	35.0	1.48	62.73	41.0	1.53	71.45	41.8	1.71	62.49	39.3	1.59	65.16	41.5	1.87	
May	66.39	38.6	1.72	55.65	37.1	1.50	61.86	40.7	1.52	72.14	41.7	1.73	62.24	38.9	1.60	64.84	41.3	1.87	
June	66.91	38.9	1.72	57.83	38.3	1.51	62.47	41.1	1.52	70.86	41.2	1.72	63.43	39.4	1.61	63.24	40.8	1.86	
July	66.39	38.6	1.72	60.80	35.0	1.48	62.58	40.9	1.53	68.19	42.7	1.70	62.37	38.5	1.63	69.94	36.9	1.85	
August	67.64	39.1	1.73	60.68	38.9	1.56	62.68	40.7	1.54	68.34	40.2	1.70	62.81	38.3	1.64	66.93	36.7	1.81	
September	66.26	38.3	1.73	54.24	36.4	1.49	62.71	40.2	1.56	71.80	41.5	1.73	62.95	39.1	1.61	64.24	38.7	1.66	
October	67.34	38.7	1.74	55.20	36.8	1.50	62.93	40.6	1.55	72.69	41.3	1.76	62.53	38.6	1.62	66.74	41.2	1.62	
		Textile-mill products—Continued																	
		Processed waste and recovered fibers			Artificial leather, oil-cloth, and other coated fabrics			Cordage and twine			Total: Apparel and other finished textile products			Men's and boys' suits and coats			Men's and boys' furnishings and work clothing 1		
1951: Average	\$49.49	42.3	\$1.17	\$90.71	43.3	\$1.61	\$82.26	40.2	\$1.30	\$46.31	35.9	\$1.29	\$52.63	35.8	\$1.47	\$38.16	36.0	\$1.06	
1952: Average	51.24	42.7	1.20	78.58	44.2	1.71	83.06	39.6	1.34	47.75	36.5	1.30	52.15	35.0	1.49	40.50	37.0	1.08	
October	52.39	43.3	1.21	78.13	44.9	1.74	84.40	40.6	1.34	48.73	37.2	1.31	54.51	36.1	1.51	42.51	39.5	1.09	
1952: December	53.68	44.0	1.22	82.89	46.4	1.78	85.62	41.2	1.35	48.96	37.3	1.31	54.83	36.8	1.49	41.47	38.4	1.09	
1953: January	50.70	41.9	1.21	79.30	44.8	1.77	82.92	40.4	1.34	48.81	36.7	1.33	54.96	36.4	1.51	40.66	37.3	1.09	
February	51.72	43.1	1.20	77.09	43.8	1.76	84.14	40.1	1.35	49.98	37.3	1.34	57.30	37.7	1.52	41.31	37.9	1.08	
March	51.84	43.2	1.20	82.26	45.7	1.80	84.14	40.1	1.35	49.76	37.2	1.32	59.13	38.9	1.52	41.86	38.4	1.09	
April	51.97	42.6	1.22	81.81	45.2	1.81	83.19	39.4	1.35	47.73	37.0	1.29	56.78	37.6	1.51	41.58	37.8	1.10	
May	52.83	43.3	1.22	77.51	43.3	1.79	82.92	39.2	1.35	47.09	36.5	1.29	56.93	37.7	1.51	41.03	37.3	1.10	
June	51.91	42.9	1.21	81.45	45.0	1.81	83.99	39.7	1.36	48.05	36.4	1.32	58.67	36.9	1.52	41.51	37.4	1.11	
July	50.89	42.4	1.20	80.64	44.8	1.80	83.72	39.5	1.36	48.24	36.0	1.34	57.41	36.8	1.56	40.96	36.9	1.11	
August	51.73	42.4	1.22	80.36	44.4	1.81	83.90	39.7	1.36	48.78	36.6	1.36	60.59	37.4	1.62	41.78	37.3	1.12	
September	50.39	41.3	1.22	81.44	44.5	1.83	83.45	39.3	1.36	46.98	34.8	1.35	57.35	35.4	1.62	40.57	35.9	1.13	
October	50.63	41.5	1.22	82.62	44.9	1.84	82.63	38.7	1.36	48.60	36.0	1.35	58.48	36.1	1.62	41.61	36.5	1.14	

See footnotes at end of table.



TABLE C-1: Hours and gross earnings of production workers or nonsupervisory employees <sup>1</sup>—Continued

Year and month	Manufacturing—Continued																	
	Apparel and other finished textile products—Continued																	
	Shirts, collars, and nightwear			Separate trousers			Work shirts			Women's outerwear <sup>1</sup>			Women's dresses			Household apparel		
	Ave. wkly. earnings	Ave. wkly. hours	Ave. hrly. earnings	Ave. wkly. earnings	Ave. wkly. hours	Ave. hrly. earnings	Ave. wkly. earnings	Ave. wkly. hours	Ave. hrly. earnings	Ave. wkly. earnings	Ave. wkly. hours	Ave. hrly. earnings	Ave. wkly. earnings	Ave. wkly. hours	Ave. hrly. earnings	Ave. wkly. earnings	Ave. wkly. hours	Ave. hrly. earnings
1951: Average	\$38.09	35.6	\$1.07	\$40.32	36.0	\$1.12	\$33.20	35.7	\$0.93	\$51.16	34.8	\$1.47	\$30.54	35.1	\$1.44	\$38.01	36.9	\$1.03
1952: Average	30.96	37.0	1.08	42.86	37.6	1.14	35.15	37.8	.93	52.39	35.4	1.49	51.48	35.5	1.45	39.96	37.7	1.06
October	42.23	39.1	1.08	43.78	38.4	1.14	37.76	40.6	.93	51.70	34.7	1.49	51.41	34.6	1.49	40.98	37.6	1.09
1952: December	41.80	38.7	1.08	43.89	38.5	1.14	34.68	37.7	.92	54.30	36.2	1.50	53.51	36.4	1.47	40.45	37.8	1.07
1953: January	40.33	37.0	1.09	44.89	38.6	1.15	33.76	36.3	.93	54.93	35.9	1.53	52.69	35.6	1.48	40.02	37.4	1.07
February	40.82	37.8	1.08	44.93	38.4	1.17	34.73	37.8	.92	55.69	36.4	1.53	53.34	35.8	1.49	40.34	37.7	1.07
March	41.36	38.3	1.08	46.10	39.4	1.17	35.22	38.7	.91	54.45	36.3	1.50	54.75	36.5	1.50	41.69	38.6	1.08
April	41.42	38.0	1.09	45.75	39.1	1.17	34.96	38.0	.92	51.84	36.0	1.44	55.78	36.7	1.52	40.45	37.8	1.07
May	40.66	37.3	1.09	44.93	38.4	1.17	34.68	37.7	.92	50.34	35.2	1.43	52.60	35.3	1.49	39.74	36.8	1.06
June	41.78	37.3	1.12	46.10	38.1	1.21	34.76	38.2	.91	60.66	34.7	1.46	49.16	33.9	1.45	39.53	36.6	1.06
July	41.13	36.4	1.13	43.66	37.0	1.18	34.22	37.2	.92	52.59	34.6	1.62	48.76	34.1	1.43	38.45	35.6	1.06
August	41.55	37.1	1.12	44.89	37.1	1.21	35.24	38.3	.92	54.72	35.3	1.55	53.45	35.4	1.51	38.31	35.8	1.07
September	40.68	36.0	1.13	43.68	36.1	1.21	34.01	35.8	.95	48.94	32.2	1.62	49.38	32.7	1.51	36.95	33.9	1.09
October	42.04	37.2	1.13	44.04	36.4	1.21	32.90	35.0	.94	51.83	34.1	1.52	52.67	34.2	1.54	38.77	35.9	1.08
Lumber and wood products (except furniture)																		
Apparel and other finished textile products—Continued																		
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TABLE C-1: Hours and gross earnings of production workers or nonsupervisory employees<sup>1</sup>—Continued

Year and month	Manufacturing—Continued														
	Lumber and wood products (except furniture)—Continued														
	Midwork			Plywood			Wooden containers <sup>1</sup>			Wooden boxes, other than cigar			Miscellaneous wood products		
	Ave. wkly. earnings	Ave. wkly. hours	Ave. hrly. earnings	Ave. wkly. earnings	Ave. wkly. hours	Ave. hrly. earnings	Ave. wkly. earnings	Ave. wkly. hours	Ave. hrly. earnings	Ave. wkly. earnings	Ave. wkly. hours	Ave. hrly. earnings	Ave. wkly. earnings	Ave. wkly. hours	Ave. hrly. earnings
1951: Average.....	\$61.99	42.1	\$1.47	\$68.10	43.1	\$1.58	\$48.85	41.4	\$1.18	\$49.37	42.2	\$1.17	\$51.24	42.0	\$1.22
1952: Average.....	58.53	42.2	1.58	70.62	42.8	1.65	50.39	41.3	1.22	50.82	42.0	1.21	53.63	41.9	1.38
October.....	66.07	42.9	1.61	70.72	42.6	1.66	52.50	42.0	1.25	53.50	42.8	1.25	55.68	42.5	1.31
1953: December.....	68.00	42.5	1.60	72.77	44.1	1.65	52.95	42.7	1.24	54.31	43.6	1.24	55.51	42.7	1.30
1953: January.....	67.30	41.8	1.61	70.95	43.0	1.65	51.05	41.5	1.23	51.85	42.5	1.22	54.21	41.7	1.30
February.....	68.36	42.2	1.62	73.65	44.1	1.67	51.41	41.8	1.23	51.97	42.6	1.22	54.60	42.0	1.30
March.....	68.36	42.2	1.62	73.65	43.6	1.69	51.56	41.9	1.24	53.20	42.9	1.24	54.99	41.9	1.31
April.....	68.79	42.2	1.63	73.25	43.6	1.66	52.25	41.8	1.25	53.38	42.7	1.25	55.15	42.1	1.31
May.....	68.88	42.0	1.64	73.18	43.3	1.69	51.58	41.6	1.24	52.58	42.4	1.24	55.44	42.0	1.32
June.....	68.86	42.6	1.64	72.16	42.7	1.69	51.88	41.5	1.25	52.08	42.0	1.24	55.99	42.1	1.33
July.....	68.72	41.9	1.64	69.99	41.6	1.68	51.28	40.7	1.26	51.25	41.0	1.25	55.06	41.4	1.33
August.....	68.55	41.8	1.64	69.05	41.1	1.68	50.78	40.3	1.26	50.10	40.4	1.24	55.59	41.8	1.33
September.....	66.83	40.5	1.65	66.47	39.8	1.67	49.14	39.0	1.26	48.50	38.8	1.25	55.49	41.1	1.35
October.....	66.89	42.1	1.66	69.47	41.6	1.67	50.93	40.1	1.27	50.27	39.9	1.26	56.16	41.6	1.35
Furniture and fixtures—Continued															
Year and month	Household furniture <sup>1</sup>			Wood household furniture (except upholstered)			Wood household furniture, upholstered			Mattresses and bed-springs			Office, public-building, and professional furniture <sup>2</sup>		
	Ave. wkly. earnings	Ave. wkly. hours	Ave. hrly. earnings	Ave. wkly. earnings	Ave. wkly. hours	Ave. hrly. earnings	Ave. wkly. earnings	Ave. wkly. hours	Ave. hrly. earnings	Ave. wkly. earnings	Ave. wkly. hours	Ave. hrly. earnings	Ave. wkly. earnings	Ave. wkly. hours	Ave. hrly. earnings
1951: Average.....	\$55.08	40.8	\$1.35	\$50.80	41.3	\$1.23	\$58.11	39.8	\$1.46	\$60.45	40.3	\$1.50	\$66.53	43.2	\$1.54
1952: Average.....	58.93	41.5	1.42	53.38	41.7	1.28	64.54	41.4	1.56	64.87	40.8	1.59	68.36	42.2	1.62
October.....	61.49	42.7	1.44	55.64	42.8	1.30	68.37	43.0	1.59	68.69	42.4	1.62	69.44	42.6	1.63
1953: December.....	63.06	42.9	1.47	56.63	42.9	1.32	71.56	43.9	1.63	68.22	41.6	1.64	73.08	43.8	1.68
1953: January.....	60.30	41.3	1.46	54.50	41.6	1.31	64.87	40.8	1.50	68.64	41.1	1.67	71.15	42.1	1.69
February.....	61.01	41.5	1.47	55.04	41.7	1.32	66.08	41.3	1.60	68.39	41.2	1.66	70.22	41.8	1.68
March.....	61.57	41.6	1.48	56.28	42.0	1.34	66.98	41.6	1.61	67.23	40.5	1.66	71.40	42.0	1.70
April.....	61.00	41.0	1.49	55.76	41.3	1.35	66.26	40.9	1.62	66.33	40.2	1.65	71.40	42.0	1.70
May.....	60.24	40.7	1.48	55.74	41.6	1.34	64.48	39.8	1.62	64.12	39.1	1.64	70.55	41.5	1.70
June.....	60.24	40.7	1.48	55.61	41.5	1.34	64.55	39.6	1.63	65.07	39.8	1.66	70.81	41.9	1.69
July.....	58.21	39.6	1.47	54.40	40.9	1.33	61.56	38.0	1.62	64.68	39.2	1.65	69.26	40.5	1.71
August.....	60.38	40.8	1.48	55.89	41.4	1.35	63.84	39.9	1.60	67.40	40.6	1.66	69.70	41.0	1.72
September.....	59.75	40.1	1.49	53.87	40.2	1.34	65.85	40.4	1.63	66.50	40.3	1.65	72.41	42.1	1.70
October.....	61.06	40.7	1.50	55.90	41.1	1.36	66.34	40.7	1.63	65.18	39.5	1.65	72.91	41.9	1.74
Furniture and fixtures—Continued															
Year and month	Metal office furniture			Partitions, shelving, lockers, and fixtures			Screens, blinds, and miscellaneous furniture and fixtures			Total: Paper and allied products			Pulp, paper, and paperboard mills		
	Ave. wkly. earnings	Ave. wkly. hours	Ave. hrly. earnings	Ave. wkly. earnings	Ave. wkly. hours	Ave. hrly. earnings	Ave. wkly. earnings	Ave. wkly. hours	Ave. hrly. earnings	Ave. wkly. earnings	Ave. wkly. hours	Ave. hrly. earnings	Ave. wkly. earnings	Ave. wkly. hours	Ave. hrly. earnings
1951: Average.....	\$60.14	41.9	\$1.05	\$69.06	41.6	\$1.66	\$53.43	41.1	\$1.30	\$65.51	43.1	\$1.52	\$71.04	44.4	\$1.60
1952: Average.....	72.80	41.6	1.78	71.17	40.9	1.74	57.69	41.5	1.39	68.91	42.8	1.61	73.64	44.6	1.69
October.....	73.68	42.1	1.78	73.57	41.1	1.79	60.07	42.3	1.42	71.83	43.8	1.64	78.47	44.2	1.73
1953: December.....	80.59	43.8	1.84	72.91	41.9	1.74	61.92	43.0	1.44	72.60	44.0	1.65	77.43	44.5	1.74
1953: January.....	77.15	41.7	1.85	72.34	41.1	1.76	61.05	42.0	1.45	71.53	43.1	1.66	77.00	44.0	1.75
February.....	78.56	41.3	1.83	73.03	40.8	1.79	60.90	42.1	1.45	71.81	43.0	1.67	77.26	43.9	1.76
March.....	76.59	41.4	1.85	73.16	41.1	1.78	61.59	41.9	1.47	72.31	43.3	1.67	77.44	44.0	1.76
April.....	76.59	41.4	1.85	73.51	41.3	1.78	63.34	42.8	1.48	71.81	43.0	1.67	77.62	44.1	1.76
May.....	74.59	40.1	1.86	73.03	40.8	1.79	62.46	42.2	1.48	72.24	43.0	1.68	77.44	44.0	1.76
June.....	75.03	41.0	1.83	73.03	40.8	1.79	63.33	42.5	1.49	72.41	43.1	1.68	78.65	44.2	1.78
July.....	72.71	39.3	1.85	70.56	39.2	1.80	61.42	41.5	1.48	73.44	43.2	1.70	80.10	44.5	1.80
August.....	68.81	37.6	1.83	74.93	41.4	1.81	61.27	41.4	1.48	73.61	43.3	1.70	79.92	44.4	1.80
September.....	79.34	42.2	1.88	76.08	41.8	1.82	61.54	41.3	1.49	73.87	42.7	1.73	80.59	43.8	1.84
October.....	78.50	41.1	1.91	77.23	42.2	1.83	63.42	42.0	1.51	73.53	43.0	1.71	79.28	43.8	1.81
Paper and allied products—Continued															
Year and month	Paperboard boxes			Fiber cans, tubes, and drums			Other paper and allied products			Total: Printing, publishing, and allied industries			Newspapers		
	Ave. wkly. earnings	Ave. wkly. hours	Ave. hrly. earnings	Ave. wkly. earnings	Ave. wkly. hours	Ave. hrly. earnings	Ave. wkly. earnings	Ave. wkly. hours	Ave. hrly. earnings	Ave. wkly. earnings	Ave. wkly. hours	Ave. hrly. earnings	Ave. wkly. earnings	Ave. wkly. hours	Ave. hrly. earnings
1951: Average.....	\$59.92	41.9	\$1.43	\$64.84	41.3	\$1.57	\$59.77	41.8	\$1.43	\$77.21	38.8	\$1.99	\$83.45	36.6	\$2.28
1952: Average.....	64.15	42.8	1.51	65.44	40.9	1.60	62.40	41.6	1.50	81.48	38.8	2.10	87.12	36.3	2.40
October.....	69.13	42.6	1.65	66.91	41.3	1.62	64.87	42.4	1.53	83.07	39.0	2.13	88.82	36.4	2.44
1953: December.....	68.67	44.3	1.55	73.61	43.3	1.70	65.60	42.6	1.54	84.93	39.5	2.15	91.64	37.1	2.47
1953: January.....	65.90	42.3	1.56	70.47	42.2	1.67	65.36	41.9	1.56	83.21	38.7	2.15	86.38	35.4	2.44
February.....	66.41	42.3	1.57	71.32	42.2	1.69	64.90	41.6	1.56	83.78	38.6	2.17	87.82	35.7	2.46
March.....	67.94	43.9	1.58	72.50	42.4	1.71	65.68	42.1	1.56	85.24	39.1	2.18	89.28	36.0	2.48
April.....	68.68	42.2	1.58	71.57	42.1	1.70	65.31	41.6	1.57	85.19	38.9	2.19	91.36	36.4	2.51
May.....	67.58	42.5	1.59	69.80	41.3	1.69	65.31	41.6	1.57	85.80	39.0	2.20	92.85	36.7	2.53
June.....	67.73	42.6	1.59	69.55	41.4	1.68	64.58	41.4	1.56	85.36	38.8	2.20	92.36	36.5	2.53
July.....	66.94	42.1	1.59	71.72	41.7	1.73	65.31	41.6	1.57	84.92	38.6	2.20	90.36	36.0	2.51
August.....	68.75	42.7	1.61	73.02	42.7	1.71	65.47	41.7	1.57	85.97	38.9	2.21	90.36	36.0	2.51
September.....	67.72	41.8	1.62	74.34	42.0	1.77	65.00	41.4	1.57	87.30	38.8	2.25	93.03	36.2	2.57
October.....	69.07	42.9	1.61	70.69	41.1	1.72	65.57	41.5	1.58	86.80	39.1	2.22	92.31	36.2	2.55

See footnotes at end of table.

TABLE C-1: Hours and gross earnings of production workers or nonsupervisory employees<sup>1</sup>—Continued

Manufacturing—Continued																		
Printing, publishing, and allied industries—Continued																		
Year and month	Books			Commercial printing			Lithographing			Greeting cards			Bookbinding and related industries			Miscellaneous publishing and printing services		
	Avg. wkly. earnings	Avg. wkly. hours	Avg. hrly. earnings	Avg. wkly. earnings	Avg. wkly. hours	Avg. hrly. earnings	Avg. wkly. earnings	Avg. wkly. hours	Avg. hrly. earnings	Avg. wkly. earnings	Avg. wkly. hours	Avg. hrly. earnings	Avg. wkly. earnings	Avg. wkly. hours	Avg. hrly. earnings	Avg. wkly. earnings	Avg. wkly. hours	Avg. hrly. earnings
1951: Average.....	\$57.32	39.6	\$1.70	\$75.20	40.0	\$1.88	\$75.79	40.1	\$1.89	\$43.47	37.8	\$1.15	\$62.24	39.0	\$1.59	\$91.42	38.9	\$2.35
1952: Average.....	71.24	39.8	1.79	80.00	40.2	1.99	81.61	40.3	2.03	45.84	38.2	1.20	62.33	39.2	1.59	96.25	39.3	2.50
October.....	73.49	40.6	1.81	81.61	40.4	2.02	85.90	41.3	2.08	46.56	38.8	1.20	63.76	39.6	1.61	98.55	38.8	2.54
1952: December.....	73.85	40.8	1.81	83.64	40.8	2.05	83.64	40.8	2.05	47.09	38.6	1.22	66.26	40.4	1.64	102.51	40.2	2.55
1953: January.....	73.05	39.7	1.84	82.42	40.4	2.04	82.87	39.6	2.06	47.50	38.0	1.25	65.93	40.2	1.64	102.03	39.7	2.87
February.....	71.92	39.3	1.83	82.19	39.9	2.05	84.44	40.4	2.09	46.69	37.0	1.26	65.11	39.7	1.64	103.36	39.6	2.61
March.....	74.77	40.2	1.86	83.94	40.5	2.07	84.24	40.5	2.08	48.51	38.2	1.27	65.76	40.1	1.64	106.37	40.6	2.62
April.....	74.03	39.8	1.86	84.02	40.2	2.09	85.06	40.7	2.09	48.63	37.7	1.29	65.74	39.6	1.66	102.56	39.6	2.89
May.....	74.99	40.1	1.87	83.81	40.1	2.09	85.07	40.9	2.08	48.50	37.6	1.29	66.63	39.9	1.67	101.39	39.3	2.58
June.....	73.45	39.7	1.85	84.00	40.0	2.10	85.46	40.5	2.11	46.75	37.1	1.26	66.70	39.7	1.68	102.83	39.4	2.61
July.....	72.35	38.9	1.86	83.00	40.0	2.09	87.34	41.2	2.12	45.23	35.9	1.26	65.86	39.2	1.68	103.23	39.4	2.62
August.....	74.96	40.3	1.86	83.81	40.1	2.09	86.30	40.9	2.11	47.00	37.3	1.26	66.70	39.7	1.68	105.73	39.6	2.67
September.....	73.47	39.5	1.86	84.80	40.0	2.12	87.12	40.9	2.13	47.58	36.6	1.30	66.08	39.1	1.69	107.71	39.6	2.72
October.....	72.50	39.4	1.84	83.27	40.8	2.09	85.69	41.0	2.09	50.42	38.2	1.32	66.98	39.4	1.70	106.65	39.5	2.70
Chemicals and allied products																		
Total: Chemicals and allied products			Industrial inorganic chemicals <sup>1</sup>			Alkalies and chlorides			Industrial organic chemicals <sup>1</sup>			Plastics, except synthetic rubber			Synthetic rubber			
1951: Average.....	\$67.81	41.6	\$1.63	\$74.88	41.6	\$1.80	\$74.93	41.4	\$1.81	\$71.98	40.9	\$1.76	\$72.66	42.0	\$1.73	\$78.31	41.0	\$1.91
1952: Average.....	70.45	41.2	1.71	77.08	41.0	1.88	76.53	40.7	1.88	78.11	40.6	1.85	78.31	41.7	1.83	80.20	40.3	1.99
October.....	71.28	41.5	1.72	77.14	40.6	1.90	75.24	39.6	1.90	77.08	41.0	1.88	80.22	42.9	1.87	82.00	40.0	2.05
1952: December.....	72.98	41.7	1.75	79.87	41.6	1.92	79.46	41.6	1.91	78.28	41.2	1.90	81.22	43.2	1.88	85.08	41.1	2.07
1953: January.....	72.51	41.2	1.76	79.54	41.0	1.94	79.27	41.5	1.91	77.33	40.7	1.90	80.94	42.6	1.90	84.04	40.6	2.07
February.....	73.10	41.3	1.77	80.36	41.0	1.96	79.71	41.3	1.93	77.88	40.3	1.92	81.13	42.7	1.90	85.68	40.8	2.10
March.....	73.87	41.5	1.78	80.56	41.1	1.96	79.90	41.4	1.93	79.15	40.8	1.94	81.56	42.7	1.91	85.86	40.5	2.12
April.....	74.29	41.5	1.79	81.56	41.4	1.97	81.32	41.7	1.95	79.76	40.9	1.95	81.94	42.9	1.91	86.51	41.0	2.11
May.....	75.12	41.5	1.81	81.77	41.3	1.98	80.75	41.2	1.96	79.73	41.1	1.94	83.42	43.0	1.94	87.34	41.2	2.12
June.....	75.35	41.4	1.82	84.00	42.0	2.00	87.60	43.8	2.00	80.36	41.0	1.96	83.85	43.0	1.95	86.71	40.9	2.12
July.....	76.78	41.5	1.85	83.21	41.4	2.01	84.64	41.9	2.02	81.59	41.0	1.99	82.68	42.4	1.95	87.91	40.7	2.16
August.....	75.85	41.0	1.85	83.23	40.8	2.04	83.03	40.9	2.03	80.79	40.6	1.99	83.92	42.6	1.97	88.29	40.5	2.18
September.....	77.42	41.4	1.87	85.70	41.2	2.08	84.46	40.8	2.07	83.85	40.9	2.05	85.20	42.6	2.00	90.68	40.3	2.25
October.....	75.81	41.2	1.84	83.84	40.7	2.06	82.01	40.6	2.02	80.40	40.2	2.00	82.94	42.1	1.97	87.20	40.0	2.18
Synthetic fibers			Explosives			Drugs and medicines			Soap, cleaning and polishing preparations <sup>3</sup>			Soap and glycerin			Paints, pigments, and fillers <sup>3</sup>			
1951: Average.....	\$62.65	39.4	\$1.59	\$67.77	40.1	\$1.69	\$62.47	41.1	\$1.52	\$70.89	41.7	\$1.70	\$77.19	41.5	\$1.86	\$98.55	41.8	\$1.64
1952: Average.....	66.47	39.8	1.67	70.09	39.6	1.77	63.44	39.9	1.59	73.93	41.3	1.79	81.14	41.4	1.96	71.38	41.5	1.73
October.....	67.03	39.9	1.68	72.80	40.0	1.82	64.08	39.8	1.61	76.49	41.8	1.83	84.62	42.1	2.01	72.91	41.9	1.74
1952: December.....	67.43	39.9	1.69	73.12	40.4	1.81	64.62	39.4	1.64	78.07	42.2	1.85	85.06	41.9	2.03	74.27	42.2	1.76
1953: January.....	67.32	39.6	1.70	71.37	39.0	1.83	64.12	39.1	1.64	77.93	41.9	1.86	85.27	41.8	2.04	73.57	41.8	1.76
February.....	66.69	39.0	1.71	71.00	38.8	1.83	68.39	41.2	1.69	78.35	41.9	1.87	85.28	41.6	2.05	74.64	41.7	1.79
March.....	68.85	39.8	1.73	73.47	39.5	1.86	68.06	41.0	1.66	78.81	41.7	1.89	86.11	41.4	2.08	75.42	41.9	1.80
April.....	68.68	39.7	1.73	74.07	39.4	1.88	68.23	41.1	1.66	77.66	41.1	1.89	85.28	41.0	2.08	76.02	42.0	1.81
May.....	69.37	40.1	1.73	73.87	39.5	1.87	68.06	41.0	1.66	76.89	40.9	1.88	84.04	40.6	2.07	75.32	42.8	1.83
June.....	69.77	40.1	1.74	73.53	38.7	1.90	66.90	40.3	1.66	77.08	41.0	1.88	83.84	40.7	2.06	76.20	42.1	1.81
July.....	71.38	40.1	1.78	76.02	39.8	1.91	68.28	40.4	1.69	76.70	40.8	1.88	83.43	40.5	2.06	76.31	41.7	1.83
August.....	70.62	39.9	1.77	76.02	39.8	1.91	68.38	40.7	1.68	79.27	41.5	1.91	86.31	41.1	2.10	74.98	41.2	1.82
September.....	74.40	40.0	1.86	78.17	40.5	1.93	69.29	41.0	1.69	80.48	41.7	1.93	88.62	41.8	2.12	75.81	41.2	1.84
October.....	67.94	38.6	1.76	75.66	39.2	1.93	71.14	41.6	1.71	79.54	41.0	1.94	87.76	41.2	2.13	76.36	41.5	1.84
Paints, varnishes, lacquers, and enamels			Gum and wood chemicals			Fertilizers			Vegetable and animal oils and fats <sup>2</sup>			Vegetable oils			Animal oils and fats			
1951: Average.....	\$67.72	41.8	\$1.62	\$56.55	42.2	\$1.34	\$52.33	42.2	\$1.24	\$59.34	46.0	\$1.29	\$55.22	46.4	\$1.19	\$68.40	45.0	\$1.52
1952: Average.....	70.47	41.7	1.69	59.36	42.1	1.41	56.23	42.6	1.32	61.51	45.9	1.34	57.07	46.4	1.23	70.34	44.8	1.57
October.....	72.58	42.2	1.72	59.50	41.9	1.42	55.59	41.8	1.33	61.15	45.4	1.29	57.48	46.3	1.19	70.81	45.1	1.57
1952: December.....	73.18	42.3	1.73	59.86	41.0	1.46	57.53	42.3	1.36	61.57	47.0	1.31	56.88	47.4	1.20	73.76	46.1	1.60
1953: January.....	72.91	41.9	1.74	62.25	41.5	1.50	57.12	42.0	1.36	61.16	46.0	1.33	56.73	46.5	1.22	71.54	44.9	1.60
February.....	73.57	41.8	1.76	61.09	41.0	1.49	57.24	42.4	1.35	61.74	45.4	1.36	56.75	45.4	1.25	73.39	45.3	1.62
March.....	74.76	42.0	1.78	61.80	41.2	1.50	59.00	43.7	1.35	62.83	45.2	1.39	58.11	45.4	1.28	73.02	44.8	1.63
April.....	75.54	42.2	1.79	61.65	41.1	1.50	60.60	44.3	1.37	63.35	44.3	1.43	58.21	44.1	1.32	73.02	44.8	1.63
May.....	77.65	42.9	1.81	64.22	41.7	1.54	60.63	42.7	1.42	65.86	44.2	1.49	59.62	43.2	1.38	75.41	45.7	1.65
June.....	74.76	42.0	1.78	64.02	41.3	1.55	59.08	41.9	1.41	67.49	44.4	1.52	62.35	43.3	1.44	75.28	45.9	1.64
July.....	74.70	41.5	1.80	66.50	42.9	1.55	59.92	42.2	1.42	67.18	44.2	1.52	61.92	42.7	1.45	73.92	46.2	1.60
August.....	73.75	41.2	1.79	65.14	42.3	1.54	58.79	41.4	1.42	65.97	43.4	1.52	60.35	42.2	1.43	74.13	45.2	1.64
September.....	73.98	41.1	1.80	69.21	42.2	1.64	61.17	41.9	1.46	64.96	46.4	1.40	59.44	46.8	1.27	76.32	45.7	1.67
October.....	75.17	41.3	1.82	64.83	42.1	1.54	58.36	41.1	1.42	65.55	47.5	1.38	61.11	46.5	1.26	74.87	45.1	1.66

TABLE C-1: Hours and gross earnings of production workers or nonsupervisory employees<sup>1</sup>—Continued

Year and month	Manufacturing—Continued																	
	Chemicals and allied products—Continued									Products of petroleum and coal								
	Miscellaneous chemicals <sup>1</sup>			Essential oils, perfumes, cosmetics			Compressed and liquefied gases			Total: Products of petroleum and coal			Petroleum refining			Coke and other petroleum and coal products		
	Avg. wkly. earnings	Avg. wkly. hours	Avg. hrly. earnings	Avg. wkly. earnings	Avg. wkly. hours	Avg. hrly. earnings	Avg. wkly. earnings	Avg. wkly. hours	Avg. hrly. earnings	Avg. wkly. earnings	Avg. wkly. hours	Avg. hrly. earnings	Avg. wkly. earnings	Avg. wkly. hours	Avg. hrly. earnings	Avg. wkly. earnings	Avg. wkly. hours	Avg. hrly. earnings
1951: Average.....	\$63.50	41.5	\$1.53	\$51.74	38.9	\$1.33	\$72.42	42.6	\$1.70	\$80.08	40.9	\$1.98	\$84.66	40.7	\$2.08	\$69.39	41.8	\$1.66
1952: Average.....	85.35	41.1	1.89	64.49	39.2	1.39	73.92	42.0	1.76	84.85	40.6	2.00	88.44	40.2	2.20	73.74	41.9	1.76
October.....	66.65	41.4	1.61	56.28	40.2	1.40	75.90	42.4	1.79	87.94	40.9	2.15	90.85	40.2	2.26	78.26	43.0	1.82
1952: December.....	68.06	41.5	1.64	56.09	39.5	1.42	77.11	42.6	1.81	88.10	40.6	2.17	92.34	40.5	2.28	74.62	41.0	1.82
1953: January.....	68.39	41.2	1.66	56.12	38.7	1.45	76.62	42.1	1.82	88.10	40.6	2.17	91.94	40.5	2.27	75.44	41.0	1.84
February.....	68.88	41.0	1.68	55.54	38.3	1.45	80.65	42.9	1.88	87.45	40.3	2.17	91.03	40.1	2.27	75.62	41.1	1.84
March.....	69.38	41.3	1.68	57.18	38.9	1.47	79.95	42.3	1.89	87.59	40.5	2.17	91.71	40.4	2.27	75.30	40.7	1.85
April.....	68.95	40.8	1.69	56.83	38.4	1.48	79.38	42.0	1.89	88.29	40.5	2.18	91.88	40.3	2.28	76.45	41.1	1.86
May.....	68.95	40.8	1.69	56.92	38.2	1.49	78.73	42.1	1.87	89.60	41.1	2.18	92.57	40.6	2.28	79.48	42.5	1.87
June.....	69.70	41.0	1.70	57.37	38.5	1.49	79.38	42.0	1.89	88.94	40.8	2.18	91.94	40.5	2.27	78.58	41.8	1.88
July.....	69.60	40.7	1.71	56.17	37.7	1.49	81.18	42.5	1.91	92.32	41.4	2.23	96.00	41.2	2.33	80.60	42.2	1.91
August.....	69.77	40.8	1.71	57.30	38.2	1.50	81.75	42.8	1.91	92.06	41.1	2.24	95.00	40.6	2.34	82.60	42.8	1.93
September.....	70.76	40.9	1.73	58.76	39.7	1.48	83.38	43.2	1.93	93.71	41.1	2.28	97.27	40.7	2.39	83.07	42.6	1.95
October.....	70.76	40.9	1.73	61.35	40.1	1.53	80.41	42.1	1.91	91.80	40.8	2.25	94.71	40.3	2.35	81.41	42.4	1.92
Rubber products																		
Total: Rubber products			Tires and inner tubes			Rubber footwear			Other rubber products			Total: Leather and leather products			Leather: tanned, curried, and finished			
1951: Average.....	\$68.61	40.6	\$1.69	\$78.01	39.6	\$1.97	\$57.81	41.0	\$1.41	\$63.19	41.3	\$1.53	\$46.85	38.9	\$1.27	\$50.61	39.1	\$1.55
1952: Average.....	74.48	40.7	1.83	85.65	40.4	2.12	62.22	40.4	1.54	66.58	41.1	1.62	50.66	38.4	1.32	64.48	39.8	1.62
October.....	75.53	41.5	1.82	85.88	40.7	2.11	63.71	41.1	1.55	68.95	42.3	1.63	51.19	38.2	1.34	66.90	40.3	1.66
1952: December.....	79.19	41.9	1.89	90.42	41.1	2.20	66.49	41.3	1.61	72.33	42.8	1.66	53.46	39.6	1.35	69.22	41.2	1.68
1953: January.....	78.09	41.1	1.90	89.24	40.2	2.22	64.96	40.1	1.62	71.74	42.2	1.70	53.05	39.3	1.35	67.70	40.3	1.68
February.....	79.30	41.3	1.92	91.80	40.8	2.25	67.57	41.2	1.64	71.06	41.8	1.70	53.19	39.4	1.35	67.70	40.3	1.68
March.....	80.29	41.6	1.93	93.83	41.7	2.25	67.57	41.2	1.64	71.72	41.7	1.72	53.84	39.3	1.37	67.03	39.9	1.68
April.....	79.32	41.1	1.93	91.58	40.7	2.25	67.82	41.1	1.65	71.21	41.4	1.72	51.79	37.8	1.37	67.60	40.0	1.69
May.....	78.18	40.3	1.94	91.30	40.4	2.26	60.31	37.0	1.63	70.93	41.0	1.73	51.61	37.4	1.38	69.19	40.7	1.70
June.....	78.55	40.7	1.93	89.20	40.0	2.23	68.06	41.0	1.66	71.28	41.2	1.73	52.33	38.2	1.37	69.26	40.5	1.71
July.....	78.98	40.5	1.95	90.45	40.2	2.25	68.64	41.1	1.67	70.64	40.6	1.74	51.82	38.1	1.36	68.46	39.8	1.72
August.....	76.81	39.8	1.93	87.58	39.1	2.24	65.53	40.2	1.63	70.30	40.4	1.74	51.79	37.8	1.37	69.03	39.9	1.73
September.....	74.11	38.8	1.91	81.11	36.7	2.21	64.08	39.8	1.61	70.30	40.4	1.74	49.48	35.6	1.39	68.00	39.2	1.73
October.....	74.87	39.2	1.91	82.06	37.3	2.20	62.95	39.1	1.61	71.40	40.8	1.75	49.90	35.9	1.39	67.47	39.0	1.73
Leather and leather products—Continued																		
Industrial leather belting and packing			Boot and shoe cut stock and findings			Footwear (except rubber)			Luggage			Handbags and small leather goods			Gloves and miscellaneous leather goods			
1951: Average.....	\$64.50	43.0	\$1.80	\$46.25	37.6	\$1.23	\$44.28	36.0	\$1.23	\$53.72	39.8	\$1.36	\$43.99	37.9	\$1.15	\$42.67	37.1	\$1.15
1952: Average.....	64.12	41.1	1.86	49.40	38.9	1.27	48.25	38.0	1.27	56.84	40.6	1.40	45.08	38.2	1.18	44.15	37.1	1.19
October.....	69.01	42.6	1.62	48.50	37.6	1.29	47.99	37.2	1.29	60.90	42.0	1.45	48.64	40.2	1.21	46.22	38.2	1.21
1952: December.....	67.31	42.6	1.58	51.73	40.1	1.29	51.09	39.3	1.30	61.17	41.9	1.46	46.05	38.7	1.19	45.01	37.2	1.21
1953: January.....	69.23	43.0	1.61	51.35	39.5	1.30	51.48	39.3	1.31	57.34	40.1	1.43	45.36	37.8	1.20	43.92	36.3	1.21
February.....	70.09	43.0	1.63	51.22	39.4	1.30	51.61	39.4	1.31	56.16	39.0	1.44	45.09	39.1	1.23	44.28	36.9	1.20
March.....	71.94	43.6	1.65	51.35	39.2	1.31	52.00	39.1	1.33	59.28	40.6	1.46	48.31	39.6	1.22	44.03	37.0	1.19
April.....	68.22	41.6	1.64	50.29	38.1	1.32	49.10	37.2	1.32	58.75	40.8	1.44	45.87	37.6	1.22	44.77	37.0	1.21
May.....	67.39	41.6	1.62	49.37	37.4	1.32	48.81	36.8	1.33	57.60	40.0	1.44	44.04	36.4	1.21	43.92	36.3	1.21
June.....	64.88	40.3	1.61	51.74	38.9	1.33	49.90	37.8	1.32	55.57	37.8	1.47	46.36	38.0	1.22	44.17	36.5	1.21
July.....	63.68	39.8	1.60	50.95	38.6	1.32	49.65	37.9	1.31	56.26	38.8	1.45	45.99	37.7	1.22	42.83	35.4	1.21
August.....	68.72	41.9	1.64	50.67	38.1	1.33	49.24	37.3	1.32	55.73	38.7	1.44	47.48	38.6	1.23	44.17	36.5	1.21
September.....	67.48	41.4	1.63	47.35	35.6	1.33	45.89	34.5	1.33	59.25	39.5	1.50	44.52	35.9	1.24	42.94	35.2	1.22
October.....	67.55	41.7	1.62	47.08	35.4	1.33	46.02	34.6	1.33	60.74	39.7	1.53	45.00	38.4	1.25	44.41	36.7	1.22
Stone, clay, and glass products																		
Total: Stone, clay, and glass products			Flat glass			Glass and glassware, pressed or blown <sup>2</sup>			Glass containers			Pressed and blown glass			Glass products made of purchased glass			
1951: Average.....	\$63.91	41.5	\$1.54	\$83.85	40.9	\$2.05	\$39.20	40.0	\$1.48	\$60.55	40.1	\$1.51	\$57.46	39.9	\$1.44	\$52.19	40.6	\$1.31
1952: Average.....	66.17	41.1	1.61	86.05	40.4	2.13	62.09	39.8	1.56	63.12	39.7	1.59	60.89	39.8	1.53	56.30	40.1	1.38
October.....	69.47	42.1	1.65	91.52	41.6	2.20	64.71	40.7	1.59	65.69	40.3	1.63	63.71	41.1	1.55	59.50	42.2	1.41
1952: December.....	69.31	41.5	1.67	95.71	40.9	2.34	65.53	40.7	1.61	67.08	40.9	1.64	63.89	40.5	1.57	63.22	43.9	1.44
1953: January.....	68.21	40.6	1.68	99.53	41.3	2.41	64.15	39.6	1.62	65.34	39.6	1.65	62.41	39.5	1.58	60.06	42.0	1.43
February.....	69.29	41.0	1.69	98.18	41.6	2.36	66.23	39.9	1.66	66.63	39.9	1.67	65.27	39.8	1.64	60.20	42.1	1.43
March.....	70.21	41.3	1.70	98.47	41.9	2.35	67.80	40.6	1.67	69.05	41.1	1.68	66.40	40.0	1.66	61.17	41.9	1.46
April.....	70.28	41.1	1.71	97.63	41.9	2.33	67.89	39.7	1.71	70.58	40.1	1.76	64.08	39.2	1.65	59.87	40.8	1.46
May.....	70.86	41.2	1.72	101.52	42.3	2.40	68.46	39.8	1.72	71.46	40.6	1.76	64.57	38.9	1.66	59.18	41.1	1.44
June.....	70.99	41.1	1.72	95.65	40.7	2.35	68.40	40.0	1.71	71.23	40.7	1.75	64.91	39.1	1.66	58.75	40.8	1.44
July.....	70.59	40.8	1.73	96.46	40.7	2.37	67.08	39.0	1.72	67.73	38.7	1.75	65.80	39.4	1.67	57.28	39.5	1.45
August.....	71.51	41.1	1.74	94.64	40.1	2.36	68.46	39.8	1.72	71.15	40.2	1.77	64.95	39.3	1.65	59.71	40.9	1.46
September.....	71.10	40.4	1.76	91.96	38.8	2.37	69.30	39.6	1.75	69.06	38.8	1.78	66.66	40.5	1.72	59.24	40.3	1.47
October.....	72.10	41.2	1.75	96.15	40.4	2.38	68.85	39.8	1.73	70.80	40.0	1.77	66.76	39.5	1.69	61.34	42.3	1.47



TABLE C-1: Hours and gross earnings of production workers or nonsupervisory employees<sup>1</sup>—Continued

Year and month	Manufacturing—Continued																	
	Stone, clay, and glass products—Continued																	
	Cement, hydraulic			Structural clay products <sup>1</sup>			Brick and hollow tile			Floor and wall tile			Sewer pipe			Clay refractories		
	Avg. wkly. earnings	Avg. wkly. hours	Avg. hrly. earnings	Avg. wkly. earnings	Avg. wkly. hours	Avg. hrly. earnings	Avg. wkly. earnings	Avg. wkly. hours	Avg. hrly. earnings	Avg. wkly. earnings	Avg. wkly. hours	Avg. hrly. earnings	Avg. wkly. earnings	Avg. wkly. hours	Avg. hrly. earnings	Avg. wkly. earnings	Avg. wkly. hours	Avg. hrly. earnings
1951: Average.....	\$65.21	41.8	\$1.56	\$60.03	41.4	\$1.45	\$57.92	42.9	\$1.35	\$60.25	39.9	\$1.51	\$58.15	40.1	\$1.45	\$63.78	40.1	\$1.59
1952: Average.....	67.72	41.8	1.62	60.09	40.6	1.48	58.51	42.4	1.38	62.64	39.9	1.57	59.98	39.2	1.53	61.00	38.5	1.60
October.....	69.96	42.4	1.65	63.04	41.2	1.53	61.34	43.2	1.42	64.16	40.1	1.60	64.55	40.6	1.59	64.08	38.6	1.66
1952: December.....	71.23	41.9	1.70	61.81	40.4	1.53	58.80	42.0	1.40	64.87	39.8	1.63	63.04	39.9	1.58	64.64	37.8	1.71
1953: January.....	70.97	41.5	1.71	60.28	39.4	1.53	56.30	40.8	1.38	65.20	40.0	1.63	59.59	38.2	1.56	63.41	37.3	1.70
February.....	70.55	41.5	1.70	61.05	39.9	1.53	57.13	41.4	1.38	65.44	39.9	1.64	60.68	38.9	1.56	64.43	37.9	1.70
March.....	71.40	42.0	1.70	62.37	40.5	1.54	59.50	42.2	1.41	66.33	40.2	1.65	62.81	39.5	1.59	65.32	38.2	1.71
April.....	71.23	41.9	1.70	63.09	40.7	1.55	60.92	42.6	1.43	66.40	40.0	1.66	64.08	40.3	1.59	64.26	37.8	1.70
May.....	72.38	41.6	1.74	63.24	40.8	1.55	60.35	42.2	1.43	66.80	40.0	1.67	64.88	40.3	1.61	65.28	38.4	1.70
June.....	73.99	41.8	1.77	64.74	41.5	1.59	62.64	43.2	1.45	67.97	40.7	1.67	66.01	41.0	1.61	66.13	38.9	1.70
July.....	76.26	41.9	1.82	65.41	41.4	1.58	62.35	43.0	1.45	68.64	41.1	1.67	66.91	41.3	1.62	68.20	38.1	1.79
August.....	75.18	42.0	1.79	65.83	41.4	1.59	63.36	43.1	1.47	67.97	40.7	1.67	66.02	40.5	1.63	69.63	38.9	1.79
September.....	77.56	41.7	1.86	64.80	40.5	1.60	61.89	42.1	1.47	68.11	40.3	1.69	65.34	39.6	1.65	67.30	37.6	1.79
October.....	74.82	41.8	1.79	66.40	41.5	1.60	64.23	43.4	1.48	69.19	40.7	1.70	66.75	40.7	1.64	68.71	38.6	1.78
Year and month	Stone, clay, and glass products—Continued																	
	Pottery and related products			Concrete, gypsum, and plaster products <sup>1</sup>			Concrete products			Cut-stone and stone products			Miscellaneous non-metallic mineral products <sup>1</sup>			Abrasive products		
	Avg. wkly. earnings	Avg. wkly. hours	Avg. hrly. earnings	Avg. wkly. earnings	Avg. wkly. hours	Avg. hrly. earnings	Avg. wkly. earnings	Avg. wkly. hours	Avg. hrly. earnings	Avg. wkly. earnings	Avg. wkly. hours	Avg. hrly. earnings	Avg. wkly. earnings	Avg. wkly. hours	Avg. hrly. earnings	Avg. wkly. earnings	Avg. wkly. hours	Avg. hrly. earnings
1951: Average.....	\$57.91	38.1	\$1.52	\$68.25	45.2	\$1.51	\$67.50	45.0	\$1.50	\$58.93	41.5	\$1.42	\$68.46	42.0	\$1.63	\$72.28	41.3	\$1.75
1952: Average.....	61.15	38.7	1.58	70.65	45.0	1.57	70.22	45.3	1.55	60.01	41.1	1.46	69.83	40.6	1.72	73.45	39.7	1.85
October.....	64.32	40.2	1.60	75.01	46.3	1.62	74.88	46.8	1.60	62.67	41.5	1.51	72.34	41.1	1.76	75.20	40.0	1.88
1952: December.....	63.11	39.2	1.61	72.45	45.0	1.61	71.87	45.2	1.59	62.02	40.8	1.52	72.92	41.2	1.77	81.67	42.1	1.94
1953: January.....	62.65	38.2	1.64	69.12	43.2	1.60	67.82	43.2	1.57	60.85	40.3	1.51	73.16	41.1	1.78	81.06	42.0	1.93
February.....	63.96	39.0	1.64	70.79	43.7	1.62	69.64	43.8	1.59	62.17	40.9	1.52	73.62	40.9	1.80	80.54	41.3	1.95
March.....	64.35	39.0	1.65	70.93	43.6	1.62	69.64	43.8	1.59	62.27	40.7	1.53	74.29	41.5	1.79	82.88	42.5	1.95
April.....	62.87	38.1	1.65	72.32	44.1	1.64	71.16	44.2	1.61	62.88	41.1	1.53	74.57	41.2	1.81	81.51	41.8	1.95
May.....	61.92	37.3	1.66	71.88	44.1	1.63	71.16	44.2	1.61	64.90	41.6	1.56	75.30	41.6	1.81	82.52	42.1	1.96
June.....	61.09	36.8	1.66	73.54	44.3	1.66	72.82	44.4	1.64	64.17	41.4	1.55	73.67	40.7	1.81	79.59	40.4	1.97
July.....	60.76	36.6	1.66	73.37	44.2	1.66	71.72	44.0	1.63	64.02	41.3	1.55	73.35	40.9	1.82	78.01	39.6	1.97
August.....	60.06	36.4	1.65	75.71	44.8	1.69	74.70	45.0	1.66	65.57	42.3	1.55	74.34	40.4	1.84	79.20	39.8	1.99
September.....	59.57	36.1	1.65	74.12	43.6	1.70	71.88	43.3	1.66	64.43	41.3	1.56	74.59	40.1	1.86	74.07	37.6	1.97
October.....	62.87	38.1	1.65	76.44	44.7	1.71	75.15	45.0	1.67	65.88	42.5	1.55	73.05	39.7	1.84	76.23	38.5	1.98
Year and month	Primary metal industries																	
	Asbestos products			Nonferrous foundries			Total: Primary metal industries			Blast furnaces, steel-works, and rolling mills <sup>1</sup>			Blast furnaces, steel-works, and rolling mills, except electro-metallurgical products			Electrometallurgical products		
	Avg. wkly. earnings	Avg. wkly. hours	Avg. hrly. earnings	Avg. wkly. earnings	Avg. wkly. hours	Avg. hrly. earnings	Avg. wkly. earnings	Avg. wkly. hours	Avg. hrly. earnings	Avg. wkly. earnings	Avg. wkly. hours	Avg. hrly. earnings	Avg. wkly. earnings	Avg. wkly. hours	Avg. hrly. earnings	Avg. wkly. earnings	Avg. wkly. hours	Avg. hrly. earnings
1951: Average.....	\$69.44	43.4	\$1.60	\$66.78	38.6	\$1.73	\$75.12	41.5	\$1.81	\$77.30	40.9	\$1.89	\$77.30	40.9	\$1.89	\$74.46	41.6	\$1.79
1952: Average.....	71.57	42.6	1.68	65.70	36.3	1.81	77.33	40.7	1.90	79.60	40.9	1.99	79.60	40.9	1.99	76.04	41.1	1.85
October.....	73.70	43.1	1.71	70.67	37.0	1.91	81.77	41.3	1.98	84.45	40.6	2.08	84.45	40.6	2.08	77.23	41.3	1.87
1952: December.....	74.21	43.4	1.71	69.91	36.6	1.91	84.82	41.8	2.01	86.51	41.0	2.11	86.51	41.0	2.11	79.87	41.6	1.92
1953: January.....	72.58	42.2	1.72	71.96	36.9	1.95	84.65	41.7	2.03	89.01	41.4	2.15	89.01	41.4	2.15	80.29	41.6	1.93
February.....	72.91	41.9	1.74	74.65	37.7	1.98	83.21	41.4	2.01	85.89	40.9	2.10	85.89	40.9	2.10	80.51	41.5	1.94
March.....	75.08	42.9	1.75	71.20	36.7	1.94	84.23	41.7	2.02	85.89	40.9	2.10	85.89	40.9	2.10	79.30	41.3	1.92
April.....	76.72	43.1	1.78	72.56	37.3	1.94	83.22	41.2	2.02	84.63	40.3	2.10	84.63	40.3	2.10	79.10	41.2	1.92
May.....	78.04	43.6	1.79	71.00	36.6	1.94	83.84	41.3	2.03	86.72	41.1	2.11	86.72	41.1	2.11	79.05	41.0	1.95
June.....	77.43	43.5	1.78	68.35	35.6	1.92	84.87	41.4	2.05	87.53	40.9	2.14	87.53	40.9	2.14	79.95	41.0	1.95
July.....	77.51	43.3	1.79	70.72	35.9	1.97	85.07	40.9	2.08	89.76	40.8	2.20	89.76	40.8	2.20	83.82	41.7	2.01
August.....	76.80	42.2	1.82	72.00	36.0	2.00	85.28	41.0	2.08	90.20	41.0	2.20	90.20	41.0	2.20	81.79	41.1	1.99
September.....	77.59	42.4	1.83	73.33	36.3	2.02	85.44	40.3	2.12	90.90	40.4	2.25	90.90	40.4	2.25	86.09	42.2	2.04
October.....	77.96	42.6	1.83	67.77	34.4	1.97	84.24	40.5	2.08	88.51	40.6	2.18	88.51	40.6	2.18	78.21	39.5	1.98
Year and month	Primary metal industries—Continued																	
	Iron and steel foundries <sup>1</sup>			Gray-iron foundries			Malleable-iron foundries			Steel foundries			Primary smelting and refining of nonferrous metals <sup>1</sup>			Primary smelting and refining of copper, lead, and zinc		
	Avg. wkly. earnings	Avg. wkly. hours	Avg. hrly. earnings	Avg. wkly. earnings	Avg. wkly. hours	Avg. hrly. earnings	Avg. wkly. earnings	Avg. wkly. hours	Avg. hrly. earnings	Avg. wkly. earnings	Avg. wkly. hours	Avg. hrly. earnings	Avg. wkly. earnings	Avg. wkly. hours	Avg. hrly. earnings	Avg. wkly. earnings	Avg. wkly. hours	Avg. hrly. earnings
1951: Average.....	\$71.66	42.4	\$1.69	\$70.05	42.2	\$1.66	\$72.07	41.9	\$1.72	\$75.86	43.1	\$1.76	\$69.97	41.4	\$1.69	\$69.35	41.2	\$1.68
1952: Average.....	72.22	40.8	1.77	68.89	40.4	1.73	70.55	39.2	1.80	77.70	42.0	1.85	75.48	41.4	1.81	75.06	41.7	1.80
October.....	76.13	41.6	1.83	74.29	41.5	1.79	75.52	40.6	1.86	79.38	42.0	1.89	77.00	41.4	1.86	75.35	41.4	1.82
1952: December.....	76.96	41.6	1.85	73.75	41.2	1.79	76.63	41.2	1.80	83.10	42.4	1.96	78.58	41.8	1.88	77.89	42.1	1.88
1953: January.....	74.89	40.7	1.84	72.32	40.4	1.79	75.70	40.7	1.80	79.52	41.2	1.93	79.51	41.9	1.90	78.54	42.0	1.87
February.....	76.63	41.2	1.86	73.49	40.6	1.81	80.79	42.3	1.91	81.29	41.9	1.94	79.65	41.7	1.91	79.15	42.1	1.88
March.....	78.96	42.0	1.88	76.49	41.8	1.83	81.60	42.5	1.92	82.29	42.2	1.95	79.65	41.7	1.91	79.15	42.1	1.88
April.....	78.40	41.7	1.88	77.10	41.9	1.84	79.68	41.5	1.92	80.95	41.3	1.96	79.46	41.6	1.91	78.35	41.9	1.87
May.....	77.27	41.1	1.88	75.81	41.2	1.84	79.25	41.7	1.90	79.58	40.6	1.96	79.46	41.6	1.91	78.35	41.9	1.87
June.....	78.44	41.5	1.89	76.78	41.5	1.85	79.52	41.2	1.93	81.95	41.6	1.97	80.10	41.5	1.93	79.61	41.9	1.90
July.....	77.33	40.7	1.90	75.89	40.8	1.86	78.09	41.1	1.90	79.19	40.2	1.97	80.34	41.2	1.95	79.84	41.8	1.91
August.....	76.55	40.5	1.89	74.70	40.6	1.84	75.60	40.0	1.89	80.40	40.4	1.99	81.16	41.2	1.97	80.87	41.9	1.93
September.....	75.05	39.5	1.90	73.84	39.7	1.86	73.90	39.1	1.89	78.60	39.3	2.00	85.49	41.5	2.06	84.60	42.3	2.00
October.....	74.67	39.3	1.90	74.03	39.8	1.86	74.87	39.2	1.91	76.22	38.3	1.99	81.97	41.4	1.98	81.29	41.9	1.90

TABLE C-1: Hours and gross earnings of production workers or nonsupervisory employees<sup>1</sup>—Continued

Year and month	Manufacturing—Continued																			
	Primary metal industries—Continued																			
	Primary refining of aluminum			Secondary smelting and refining of nonferrous metals			Rolling, drawing, and alloying of nonferrous metals <sup>1</sup>			Rolling, drawing, and alloying of copper			Rolling, drawing, and alloying of aluminum			Nonferrous foundries				
	Avg. wkly. earnings	Avg. wkly. hours	Avg. hly. earnings	Avg. wkly. earnings	Avg. wkly. hours	Avg. hly. earnings	Avg. wkly. earnings	Avg. wkly. hours	Avg. hly. earnings	Avg. wkly. earnings	Avg. wkly. hours	Avg. hly. earnings	Avg. wkly. earnings	Avg. wkly. hours	Avg. hly. earnings	Avg. wkly. earnings	Avg. wkly. hours	Avg. hly. earnings		
1951: Average.....	\$70.97	41.5	\$1.71	\$64.94	41.1	\$1.58	\$68.78	40.7	\$1.69	\$70.76	40.9	\$1.73	\$64.22	39.4	\$1.63	\$73.74	41.9	\$1.78		
1952: Average.....	78.08	41.8	1.82	68.15	41.3	1.65	74.88	41.6	1.80	76.49	41.8	1.83	69.65	40.2	1.74	77.79	41.6	1.87		
October.....	80.78	41.4	1.95	69.72	42.0	1.66	79.66	42.6	1.87	81.70	43.0	1.90	78.22	41.2	1.85	82.45	42.5	1.94		
1953: December.....	80.32	41.4	1.94	75.60	43.7	1.73	82.51	43.2	1.91	86.00	44.1	1.95	75.67	40.9	1.85	84.00	43.3	1.94		
1954: January.....	81.56	41.4	1.97	71.72	41.7	1.72	82.75	43.1	1.92	85.22	43.7	1.95	77.61	41.5	1.87	82.94	42.7	1.94		
February.....	80.98	40.9	1.98	72.91	41.9	1.74	82.75	43.1	1.92	85.50	43.4	1.97	78.68	42.3	1.86	82.10	42.1	1.95		
March.....	79.38	40.8	1.96	74.62	42.4	1.76	83.37	43.3	1.93	86.00	43.7	1.97	79.29	42.4	1.87	82.71	42.2	1.96		
April.....	80.89	40.7	1.98	74.03	42.3	1.75	83.38	43.2	1.93	87.32	44.1	1.98	77.42	41.4	1.87	80.55	41.1	1.96		
May.....	80.57	40.9	1.97	74.69	42.2	1.77	83.42	43.0	1.94	89.20	44.6	2.00	74.59	40.1	1.86	80.74	41.2	1.95		
June.....	80.79	40.6	1.99	73.22	41.6	1.76	85.26	43.5	1.96	90.25	44.9	2.01	77.27	41.1	1.88	80.97	41.1	1.97		
July.....	80.00	40.0	2.00	71.69	40.5	1.77	82.29	42.2	1.95	86.37	43.4	1.99	75.60	40.0	1.89	80.59	40.7	1.96		
August.....	80.99	39.7	2.04	73.51	41.3	1.78	83.16	42.0	1.98	86.20	43.1	2.00	77.03	39.5	1.95	79.38	40.5	1.96		
September.....	86.37	39.8	2.17	73.98	41.1	1.80	83.02	41.1	2.02	83.64	41.2	2.03	80.20	39.9	2.01	79.79	40.3	1.98		
October.....	83.21	40.2	2.07	73.69	41.4	1.78	81.97	41.4	1.98	82.19	41.3	1.99	79.97	40.8	1.96	80.40	40.4	1.99		
Primary metal industries—Continued																				
Miscellaneous primary metal industries <sup>1</sup>												Fabricated metal products (except ordnance, machinery, and transportation equipment)			Total: Fabricated metal products (except ordnance, machinery, and transportation equipment)			Tin cans and other tinware		
1951: Average.....	\$80.65	42.9	\$1.88	\$84.87	43.3	\$1.96	\$80.41	43.0	\$1.87	\$75.07	40.8	\$1.84	\$68.81	41.7	\$1.65	\$86.49	41.3	\$1.61		
1952: Average.....	82.15	41.7	1.97	86.08	42.2	2.04	80.54	41.3	1.93	81.14	41.4	1.96	72.38	41.6	1.74	69.72	41.5	1.68		
October.....	85.24	42.2	2.02	86.51	42.2	2.05	85.67	42.2	2.03	84.44	41.8	2.02	75.65	42.5	1.78	69.72	41.5	1.68		
1953: December.....	90.06	43.3	2.08	95.47	44.2	2.16	86.50	42.4	2.04	87.55	42.5	2.06	78.37	43.3	1.81	74.82	42.1	1.77		
1954: January.....	89.87	43.0	2.09	94.83	43.5	2.18	87.58	42.5	2.06	88.90	41.7	2.06	78.74	42.4	1.81	73.51	41.3	1.78		
February.....	89.08	42.6	2.09	93.96	43.3	2.17	84.87	41.4	2.05	86.73	42.1	2.06	78.80	42.2	1.82	73.39	41.0	1.79		
March.....	90.09	42.9	2.10	94.61	43.2	2.19	86.93	42.2	2.06	87.36	42.0	2.08	77.66	42.4	1.83	73.21	40.9	1.79		
April.....	88.41	42.3	2.09	92.65	42.5	2.18	86.11	41.8	2.06	85.91	41.5	2.07	77.23	42.2	1.83	73.80	41.0	1.80		
May.....	86.74	41.5	2.09	90.92	41.9	2.17	85.49	41.5	2.06	82.01	40.4	2.03	77.04	42.1	1.83	74.16	41.2	1.80		
June.....	86.94	41.6	2.09	89.44	41.6	2.15	86.73	41.9	2.07	81.59	39.8	2.05	77.28	42.0	1.84	75.24	41.8	1.80		
July.....	85.89	40.9	2.10	88.99	41.2	2.16	84.45	40.6	2.08	82.18	39.7	2.07	76.41	41.3	1.85	78.32	42.8	1.83		
August.....	87.34	41.2	2.12	90.27	41.6	2.17	85.27	40.8	2.09	83.39	39.9	2.09	76.59	41.4	1.85	79.30	43.1	1.84		
September.....	85.84	40.3	2.13	87.42	40.1	2.18	83.16	39.6	2.10	82.76	39.6	2.09	75.70	40.7	1.86	77.83	42.3	1.84		
October.....	86.50	40.8	2.12	88.91	40.6	2.19	82.18	39.7	2.07	86.09	40.8	2.11	77.04	41.2	1.87	75.26	40.9	1.84		
Fabricated metal products—Continued																				
Cutlery, handtools, and hardware <sup>1</sup>			Cutlery and edge tools			Handtools			Hardware			Heating apparatus (except electric) and plumbers' supplies <sup>1</sup>			Sanitary ware and plumbers' supplies					
1951: Average.....	\$66.30	41.7	\$1.59	\$60.74	41.6	\$1.46	\$69.70	42.5	\$1.64	\$68.49	41.3	\$1.61	\$68.71	40.9	\$1.68	\$75.24	41.8	\$1.80		
1952: Average.....	69.05	41.1	1.64	63.55	41.0	1.55	69.38	41.3	1.68	70.69	41.1	1.72	70.99	40.8	1.74	73.00	40.0	1.84		
October.....	71.72	41.7	1.72	66.20	41.9	1.58	71.62	41.4	1.73	73.99	41.8	1.77	75.12	42.2	1.78	75.70	40.7	1.86		
1953: December.....	75.25	43.0	1.75	68.75	42.7	1.61	73.43	42.2	1.74	75.30	43.5	1.80	75.78	42.1	1.80	78.62	41.6	1.89		
1954: January.....	74.80	42.8	1.76	66.40	41.5	1.60	74.10	42.1	1.76	77.83	43.0	1.81	72.90	40.5	1.80	75.39	40.1	1.88		
February.....	74.69	42.2	1.77	66.49	41.3	1.61	74.58	41.9	1.78	77.11	42.6	1.81	74.21	41.0	1.81	76.73	40.6	1.89		
March.....	74.69	42.2	1.77	66.40	41.5	1.60	75.78	42.1	1.80	76.93	42.5	1.81	74.21	41.0	1.81	76.76	40.4	1.90		
April.....	74.87	42.3	1.77	66.65	41.4	1.61	75.54	42.2	1.79	77.71	42.7	1.82	74.48	40.7	1.83	77.38	40.3	1.92		
May.....	75.12	42.2	1.78	66.09	41.3	1.60	75.00	41.9	1.79	78.14	42.7	1.83	73.31	40.5	1.81	78.19	40.1	1.90		
June.....	75.36	42.1	1.79	65.92	41.2	1.60	75.96	42.2	1.80	78.02	42.4	1.84	72.98	40.1	1.82	74.26	39.5	1.88		
July.....	73.39	41.0	1.79	65.29	40.3	1.62	74.34	41.3	1.80	75.03	41.0	1.83	72.98	40.1	1.82	74.09	39.2	1.89		
August.....	72.45	40.8	1.78	67.08	40.9	1.64	73.39	41.0	1.79	74.07	40.7	1.82	72.80	40.0	1.82	74.67	39.3	1.90		
September.....	72.62	40.8	1.78	67.08	40.9	1.64	73.39	41.0	1.79	74.07	40.7	1.82	71.76	39.0	1.84	72.95	37.8	1.93		
October.....	72.67	40.6	1.79	67.40	41.1	1.64	73.49	40.6	1.81	73.93	40.4	1.83	74.15	40.3	1.84	77.01	39.9	1.93		
Fabricated metal products—Continued																				
Oil burners, nonelectric heating and cooking apparatus, not elsewhere classified			Fabricated structural metal products <sup>1</sup>			Structural steel and ornamental metal-work			Metal doors, sash, frames, molding, and trim			Boiler-shop products			Sheet-metal work					
1951: Average.....	\$66.18	40.6	\$1.63	\$71.49	42.3	\$1.69	\$71.49	42.3	\$1.69	\$71.57	42.1	\$1.70	\$71.90	42.8	\$1.68	\$70.39	41.9	\$1.68		
1952: Average.....	69.87	41.1	1.70	74.87	42.3	1.77	75.05	42.4	1.77	74.23	41.7	1.78	74.80	42.5	1.76	75.18	42.0	1.79		
October.....	74.90	42.8	1.75	78.08	42.9	1.82	78.01	43.1	1.81	78.86	42.4	1.86	76.20	42.1	1.81	80.22	43.6	1.84		
1953: December.....	74.87	42.3	1.77	79.92	43.2	1.85	78.51	42.9	1.83	81.89	43.1	1.90	80.04	43.5	1.94	80.35	43.2	1.96		
1954: January.....	72.04	40.7	1.77	78.38	42.6	1.84	78.94	42.9	1.84	78.40	41.7	1.88	78.38	42.8	1.84	78.20	42.5	1.84		
February.....	73.16	41.1	1.78	79.24	42.6	1.86	79.18	42.8	1.85	77.49	41.0	1.89	79.79	42.9	1.86	79.29	42.4	1.87		
March.....	73.34	41.2	1.78	79.79	42.9	1.86	79.92	43.2	1.85	80.56	42.4	1.90	79.55	43.0	1.85	79.10	42.3	1.87		
April.....	73.21	40.9	1.79	79.61	42.8	1.86	78.55	43.0	1.88	78.58	41.8	1.88	80.35	43.2	1.86	80.33	42.5	1.89		
May.....	72.27	40.6	1.78	79.85	42.7	1.87	80.35	43.2	1.86	79.34	41.2	1.88	79.85	42.7	1.87	79.99	42.1	1.90		
June.....	72.32	40.4	1.79	80.46	42.8	1.88	81.97	43.6	1.88	81.13	41.7	1.90	80.09	42.6	1.88	78.81	41.7	1.89		
July.....	72.50	40.5	1.79	79.00	42.5	1.82	79.71	42.4	1.86	78.44	41.5	1.89	80.98	42.4	1.91	75.79	40.1	1.80		
August.....	72.14	40.3	1.79	81.60	42.5	1.92	82.32	43.1	1.91	77.71	40.9	1.90	80.22	42.6	1.93	80.03	41.9	1.91		
September.....	71.50	39.5	1.81	80.06	41.7	1.92	79.84	41.8	1.91	77.14	40.6	1.90	81.06	42.0	1.93	81.09	41.8	1.94		
October.....	73.12	40.4	1.81	82.22	42.6	1.93	82.60	43.0	1.93	78.44	41.5	1.89	83.07	42.6	1.95	82.03	42.5	1.94		

TABLE C-1: Hours and gross earnings of production workers or nonsupervisory employees <sup>1</sup>—Continued

Year and month	Manufacturing—Continued														
	Fabricated metal products (except ordnance, machinery, and transportation equipment)—Continued														
	Metal stamping, coating, and engraving <sup>1</sup>			Vitreous-enamelled products			Stamped and pressed metal products			Lighting fixtures			Fabricated wire products		
	Avg. wky. earnings	Avg. wky. hours	Avg. hrly. earnings	Avg. wky. earnings	Avg. wky. hours	Avg. hrly. earnings	Avg. wky. earnings	Avg. wky. hours	Avg. hrly. earnings	Avg. wky. earnings	Avg. wky. hours	Avg. hrly. earnings	Avg. wky. earnings	Avg. wky. hours	Avg. hrly. earnings
1951: Average.....	\$98.38	40.7	\$1.68	\$52.92	37.8	\$1.40	\$70.58	40.8	\$1.73	\$64.64	40.4	\$1.60	\$65.03	40.9	\$1.59
1952: Average.....	74.29	41.5	1.79	53.86	37.4	1.44	77.33	41.8	1.85	68.00	40.0	1.70	68.30	40.9	1.67
1952: October.....	79.55	43.0	1.85	56.74	38.6	1.47	82.89	43.4	1.91	71.10	41.1	1.73	72.41	42.1	1.72
1952: December.....	82.91	44.1	1.88	60.35	40.5	1.49	85.69	44.4	1.93	78.36	43.9	1.78	75.43	43.1	1.75
1953: January.....	80.22	42.9	1.87	59.49	39.4	1.51	83.52	43.5	1.92	78.24	41.8	1.80	73.80	42.0	1.73
February.....	79.10	42.3	1.87	58.89	39.0	1.51	83.18	42.8	1.92	78.12	41.5	1.81	73.22	41.6	1.76
March.....	79.52	42.3	1.88	59.49	39.4	1.51	82.41	42.7	1.93	74.40	41.8	1.78	73.63	41.6	1.77
April.....	79.29	42.4	1.87	57.06	37.8	1.51	82.18	42.8	1.92	71.10	40.4	1.76	72.51	41.2	1.76
May.....	79.15	42.1	1.88	57.53	38.1	1.51	81.83	42.4	1.93	70.98	40.1	1.77	72.16	41.0	1.76
June.....	78.58	41.8	1.88	58.22	38.3	1.52	81.67	42.1	1.94	70.98	40.1	1.77	72.16	41.0	1.76
July.....	78.88	41.3	1.91	63.45	41.2	1.54	82.15	41.7	1.97	71.42	39.9	1.79	72.22	39.9	1.81
August.....	77.71	40.9	1.90	59.00	38.7	1.54	80.95	41.3	1.96	68.64	39.0	1.75	72.55	40.7	1.79
September.....	78.90	40.1	1.92	57.25	36.7	1.56	79.59	40.4	1.97	67.38	38.5	1.75	71.82	39.9	1.80
October.....	78.12	40.9	1.91	57.53	37.6	1.53	81.16	41.2	1.97	72.00	40.0	1.80	73.49	40.6	1.81
Fabricated metal products (except ordnance, machinery, and transportation equipment)—Continued															
Year and month	Metal shipping barrels, drums, kegs, and pails			Steel springs			Bolts, nuts, washers, and rivets			Screw-machine products			Total: Machinery (except electrical)		
	Avg. wky. earnings	Avg. wky. hours	Avg. hrly. earnings	Avg. wky. earnings	Avg. wky. hours	Avg. hrly. earnings	Avg. wky. earnings	Avg. wky. hours	Avg. hrly. earnings	Avg. wky. earnings	Avg. wky. hours	Avg. hrly. earnings	Avg. wky. earnings	Avg. wky. hours	Avg. hrly. earnings
1951: Average.....	\$71.91	42.3	\$1.70	\$73.43	42.2	\$1.74	\$74.02	43.8	\$1.60	\$74.75	45.3	\$1.65	\$76.38	43.4	\$1.76
1952: Average.....	79.61	43.5	1.83	74.26	40.8	1.82	72.53	42.1	1.78	78.37	44.4	1.72	79.61	42.8	1.86
1952: October.....	82.03	44.1	1.96	77.33	41.8	1.85	77.69	43.4	1.79	79.12	44.7	1.77	80.70	42.7	1.89
1952: December.....	84.48	43.1	1.96	86.44	44.1	1.96	79.82	44.1	1.81	82.24	46.2	1.78	83.82	43.5	1.92
1953: January.....	80.93	41.5	1.95	85.41	43.8	1.95	79.17	43.5	1.82	81.45	45.5	1.79	82.99	43.0	1.93
February.....	80.19	41.5	1.95	85.65	43.7	1.96	79.17	43.5	1.82	82.17	45.4	1.81	83.03	42.8	1.94
March.....	80.10	41.5	1.93	85.89	43.6	1.97	81.70	44.4	1.84	84.18	46.0	1.83	84.05	43.1	1.93
April.....	82.06	42.3	1.94	84.29	43.0	1.94	80.78	43.9	1.84	84.00	45.9	1.83	83.46	42.8	1.95
May.....	84.44	43.3	1.95	84.71	43.0	1.97	81.77	44.2	1.85	83.27	45.5	1.83	82.88	42.5	1.95
June.....	83.61	43.1	1.94	83.69	42.7	1.96	81.03	43.8	1.85	83.25	45.0	1.85	82.29	42.2	1.95
July.....	82.52	42.1	1.98	82.12	41.9	1.96	78.26	42.3	1.85	79.97	43.7	1.83	81.73	41.7	1.96
August.....	83.95	42.4	1.98	79.93	41.2	1.94	78.31	42.1	1.86	78.99	43.4	1.82	81.93	41.5	1.96
September.....	81.61	40.6	2.01	78.50	40.0	1.97	77.19	41.5	1.86	77.78	42.5	1.83	82.37	41.6	1.98
October.....	81.95	41.6	1.97	80.80	40.2	2.01	76.45	41.1	1.86	78.51	42.9	1.83	83.58	42.0	1.99
Machinery (except electrical)—Continued															
Year and month	Steam engines, turbines, and water wheels			Diesel and other internal combustion engines, not elsewhere classified			Agricultural machinery and tractors <sup>1</sup>			Tractors			Agricultural machinery (except tractors)		
	Avg. wky. earnings	Avg. wky. hours	Avg. hrly. earnings	Avg. wky. earnings	Avg. wky. hours	Avg. hrly. earnings	Avg. wky. earnings	Avg. wky. hours	Avg. hrly. earnings	Avg. wky. earnings	Avg. wky. hours	Avg. hrly. earnings	Avg. wky. earnings	Avg. wky. hours	Avg. hrly. earnings
1951: Average.....	\$83.27	42.7	\$1.95	\$78.26	43.0	\$1.82	\$73.26	40.7	\$1.80	\$75.67	40.9	\$1.85	\$70.88	40.5	\$1.76
1952: Average.....	80.02	42.8	2.08	80.37	42.3	1.90	75.41	39.9	1.89	77.02	39.7	1.94	73.97	40.2	1.84
1952: October.....	82.62	40.7	2.03	79.84	41.8	1.91	73.63	39.8	1.85	75.22	39.8	1.89	72.44	39.8	1.82
1952: December.....	86.36	44.2	2.18	84.94	42.9	1.98	77.20	40.0	1.93	79.40	39.9	1.99	74.77	40.2	1.88
1953: January.....	97.01	43.5	2.23	80.34	41.2	1.95	77.41	39.9	1.94	79.40	39.7	2.00	74.99	40.1	1.87
February.....	96.78	43.4	2.23	81.36	41.3	1.97	78.59	40.3	1.95	80.80	40.0	2.02	76.73	40.6	1.89
March.....	96.90	40.8	2.13	82.57	41.7	1.98	78.78	40.4	1.95	80.60	39.9	2.02	77.11	40.8	1.89
April.....	86.90	40.8	2.13	82.39	41.4	1.99	79.19	40.4	1.96	80.20	39.9	2.01	78.12	40.9	1.91
May.....	98.08	43.4	2.26	81.59	41.0	1.99	77.41	39.9	1.94	79.20	39.6	2.00	75.58	40.2	1.88
June.....	87.94	40.9	2.15	83.03	41.4	2.02	76.81	39.8	1.93	78.80	39.6	1.99	74.61	39.9	1.87
July.....	83.98	38.0	2.21	83.43	41.3	2.02	75.85	39.3	1.93	77.22	39.0	1.98	74.45	39.6	1.85
August.....	99.39	43.4	2.29	80.00	39.8	2.01	77.01	39.9	1.93	79.20	40.0	1.98	74.64	39.7	1.88
September.....	96.50	42.7	2.26	82.40	40.0	2.06	76.63	39.5	1.94	78.00	39.0	2.00	75.41	39.9	1.89
October.....	90.36	43.2	2.30	83.84	40.7	2.06	76.43	39.6	1.93	78.39	39.0	2.01	74.59	40.1	1.86
Construction and mining machinery—Continued															
Year and month	Construction and mining machinery, except for oilfields			Oilfield machinery and tools			Metalworking machinery <sup>1</sup>			Machine tools			Metalworking machinery (except machine tools)		
	Avg. wky. earnings	Avg. wky. hours	Avg. hrly. earnings	Avg. wky. earnings	Avg. wky. hours	Avg. hrly. earnings	Avg. wky. earnings	Avg. wky. hours	Avg. hrly. earnings	Avg. wky. earnings	Avg. wky. hours	Avg. hrly. earnings	Avg. wky. earnings	Avg. wky. hours	Avg. hrly. earnings
1951: Average.....	\$75.04	44.4	\$1.69	\$77.29	45.2	\$1.71	\$85.74	40.6	\$1.84	\$84.85	47.4	\$1.79	\$82.26	45.2	\$1.82
1952: Average.....	76.64	43.3	1.77	79.48	44.4	1.79	91.87	46.4	1.98	89.96	47.1	1.91	84.14	45.1	1.91
1952: October.....	76.74	42.4	1.81	79.72	43.8	1.82	93.99	46.3	2.03	91.65	47.0	1.95	86.78	44.5	1.95
1952: December.....	79.74	43.1	1.85	81.65	43.9	1.89	97.85	47.8	2.06	94.84	47.9	1.98	92.26	45.9	2.01
1953: January.....	79.18	42.8	1.88	81.53	43.6	1.87	97.70	47.2	2.07	94.92	47.7	1.99	90.45	45.0	2.01
February.....	79.15	42.1	1.88	80.97	43.3	1.87	96.67	46.7	2.07	94.74	46.9	2.02	90.45	45.0	2.01
March.....	81.46	43.1	1.89	82.40	43.6	1.89	98.23	47.0	2.09	96.02	47.3	2.03	90.65	45.1	2.01
April.....	80.51	42.6	1.90	79.79	42.9	1.86	97.60	46.7	2.09	96.08	47.1	2.04	91.76	45.2	2.03
May.....	80.75	42.5	1.90	80.65	42.9	1.88	97.44	46.4	2.10	95.27	46.7	2.04	90.34	44.5	2.03
June.....	80.22	42.0	1.91	82.18	42.8	1.92	94.89	45.4	2.09	93.43	45.8	2.04	90.09	44.6	2.02
July.....	77.90	41.0	1.90	80.22	42.0	1.91	93.18	44.8	2.08	91.15	44.9	2.03	89.93	44.3	2.03
August.....	76.76	40.4	1.90	80.03	41.9	1.91	94.55	45.0	2.11	91.55	45.1	2.03	89.76	44.0	2.04
September.....	76.97	40.3	1.91	75.06	39.3	1.91	95.21	44.7	2.13	93.52	45.4	2.06	86.90	42.6	2.04
October.....	76.78	40.2	1.91	82.71	42.2	1.96	97.83	45.5	2.15	95.68	46.0	2.08	89.15	43.7	2.04

See footnotes at end of table.



TABLE C-1: Hours and gross earnings of production workers or nonsupervisory employees<sup>1</sup>—Continued

Year and month	Manufacturing—Continued																	
	Machinery (except electrical)—Continued																	
	Special-industry machinery (except metalworking machinery) <sup>1</sup>			Food-products machinery			Textile machinery			Paper-industries machinery			Printing-trades machinery and equipment			General industrial machinery <sup>2</sup>		
	Avg. wkly. earnings	Avg. wkly. hours	Avg. hrly. earnings	Avg. wkly. earnings	Avg. wkly. hours	Avg. hrly. earnings	Avg. wkly. earnings	Avg. wkly. hours	Avg. hrly. earnings	Avg. wkly. earnings	Avg. wkly. hours	Avg. hrly. earnings	Avg. wkly. earnings	Avg. wkly. hours	Avg. hrly. earnings	Avg. wkly. earnings	Avg. wkly. hours	Avg. hrly. earnings
1951: Average	\$74.73	43.7	\$1.71	\$74.56	43.1	\$1.73	\$68.79	42.2	\$1.63	\$80.07	47.1	\$1.70	\$82.09	43.9	\$1.87	\$77.08	44.3	\$1.74
1952: Average	77.40	43.0	1.80	77.90	42.6	1.83	68.54	40.8	1.68	82.08	45.6	1.80	87.36	43.9	1.90	79.24	43.3	1.83
October	78.20	43.0	1.82	78.49	42.2	1.86	71.62	41.4	1.73	80.91	44.7	1.81	90.17	44.2	2.04	79.74	43.1	1.85
1953: December	81.63	43.9	1.86	81.27	43.0	1.89	73.18	42.3	1.73	86.12	46.3	1.86	94.71	45.1	2.10	83.98	44.2	1.90
1953: January	80.54	43.2	1.86	80.04	42.8	1.87	73.08	42.0	1.74	82.98	45.1	1.84	93.85	45.0	2.13	82.46	43.4	1.90
February	81.78	43.5	1.88	79.71	42.4	1.88	73.60	42.3	1.74	83.70	44.7	1.85	94.55	44.6	2.12	82.51	43.2	1.91
March	82.16	43.7	1.88	82.06	43.2	1.90	73.06	42.0	1.74	83.62	45.2	1.85	95.06	45.1	2.13	84.53	43.8	1.93
April	81.84	43.3	1.89	79.61	41.9	1.90	72.38	41.6	1.74	84.22	44.8	1.88	95.64	44.9	2.13	83.76	43.4	1.93
May	81.65	43.2	1.89	83.29	43.6	1.91	72.80	41.6	1.75	83.22	44.5	1.87	94.13	44.4	2.12	83.76	43.4	1.93
June	81.27	43.0	1.89	81.61	42.9	1.90	72.45	41.4	1.75	82.84	44.3	1.87	92.00	43.6	2.11	83.38	43.2	1.93
July	80.37	42.3	1.90	82.75	43.1	1.92	69.00	40.0	1.74	81.97	43.6	1.88	93.93	44.1	2.13	82.60	42.8	1.93
August	79.76	42.2	1.89	82.32	43.1	1.91	70.47	40.5	1.74	81.03	43.8	1.85	91.15	43.2	2.11	82.45	42.5	1.94
September	80.06	41.7	1.92	81.67	42.1	1.94	69.17	39.3	1.76	82.40	43.6	1.89	93.53	43.5	2.15	83.69	42.7	1.96
October	81.64	42.3	1.93	82.03	42.6	1.95	71.81	40.8	1.76	82.59	43.7	1.89	95.26	43.3	2.20	83.30	42.5	1.96
Pumps, air and gas compressors			Conveyors and conveying equipment			Blowers, exhaust and ventilating fans			Industrial trucks, tractors, etc.			Mechanical power-transmission equipment			Mechanical stockers and industrial furnaces and ovens			
1951: Average	\$76.88	44.7	\$1.72	\$77.35	43.7	\$1.77	\$71.64	42.2	\$1.37	\$80.28	45.1	\$1.78	\$79.12	44.7	\$1.77	\$72.58	43.2	\$1.68
1952: Average	78.06	43.7	1.80	79.79	42.9	1.86	74.47	42.8	1.74	81.22	43.2	1.88	89.17	43.1	1.86	78.97	43.0	1.79
October	79.10	43.7	1.81	81.70	43.0	1.90	75.43	43.1	1.77	81.75	42.8	1.91	90.14	42.4	1.89	80.66	43.6	1.85
1953: December	82.09	43.9	1.87	85.75	44.2	1.94	76.36	42.9	1.78	86.78	44.5	1.95	96.14	44.4	1.94	79.92	43.2	1.85
1953: January	81.16	43.4	1.87	83.57	43.3	1.93	75.58	42.7	1.77	83.42	43.0	1.94	93.61	43.9	1.95	79.18	42.8	1.85
February	81.22	43.2	1.88	82.75	43.1	1.92	75.23	42.5	1.77	82.41	42.7	1.93	96.08	44.0	1.97	79.34	42.2	1.88
March	83.47	43.7	1.91	85.55	44.1	1.94	76.11	43.0	1.77	85.22	43.7	1.95	97.47	44.4	1.97	82.32	43.1	1.91
April	82.70	43.3	1.91	85.22	43.7	1.93	76.01	42.7	1.78	84.24	43.2	1.95	96.24	44.0	1.96	80.46	42.6	1.88
May	82.56	43.0	1.92	85.36	44.0	1.94	76.54	43.0	1.78	84.83	43.5	1.95	96.24	44.0	1.96	81.13	42.7	1.90
June	82.37	42.9	1.92	84.97	43.8	1.94	77.51	43.3	1.79	82.74	42.0	1.97	93.06	43.4	1.96	81.02	42.2	1.92
July	80.83	42.1	1.92	85.36	44.0	1.94	75.58	42.7	1.77	83.50	42.6	1.96	95.50	43.4	1.97	77.40	41.2	1.88
August	80.87	41.9	1.93	83.00	42.3	1.94	78.62	43.2	1.82	82.35	41.8	1.97	95.50	43.4	1.97	80.70	41.6	1.94
September	84.71	43.0	1.97	84.08	42.9	1.96	76.45	41.1	1.86	83.03	42.8	1.94	94.58	42.5	1.99	79.54	41.0	1.94
October	83.10	42.4	1.96	84.08	42.9	1.96	78.20	42.5	1.84	84.91	43.1	1.97	93.80	41.9	2.00	81.73	41.7	1.96
Office and store machines and devices <sup>3</sup>			Computing machines and cash registers			Typewriters			Service-industry and household machines <sup>4</sup>			Domestic laundry equipment			Commercial laundry, dry-cleaning, and pressing machines			
1951: Average	\$73.33	41.9	\$1.75	\$78.85	41.5	\$1.90	\$68.16	42.6	\$1.60	\$70.64	40.6	\$1.74	\$69.32	40.3	\$1.72	\$75.37	44.6	\$1.69
1952: Average	75.28	40.9	1.84	81.80	40.9	2.00	68.88	41.0	1.68	75.81	41.2	1.84	75.07	40.8	1.84	76.65	43.8	1.78
October	76.07	40.9	1.86	83.03	40.9	2.03	69.36	40.8	1.70	78.40	41.7	1.88	79.76	42.2	1.89	77.26	43.9	1.76
1953: December	76.86	41.1	1.87	83.84	41.1	2.04	70.28	41.1	1.71	81.18	42.5	1.91	78.77	41.9	1.88	80.91	44.7	1.81
1953: January	76.92	40.7	1.89	84.46	41.2	2.05	69.37	40.1	1.73	80.79	42.3	1.91	81.75	42.8	1.91	78.04	43.6	1.79
February	76.14	40.5	1.88	82.42	40.4	2.04	69.89	40.4	1.73	80.26	41.8	1.92	83.42	43.0	1.94	76.43	42.7	1.79
March	76.55	40.5	1.89	82.62	40.3	2.05	69.55	40.2	1.73	81.45	42.2	1.93	80.06	41.7	1.92	75.47	42.4	1.78
April	76.95	40.5	1.90	82.82	40.4	2.05	69.43	39.9	1.74	80.51	41.5	1.94	76.24	39.5	1.93	75.72	42.3	1.79
May	75.79	40.1	1.89	81.40	39.9	2.04	69.03	39.9	1.73	78.53	40.9	1.92	77.78	40.3	1.93	75.18	42.0	1.78
June	77.57	40.4	1.92	83.62	40.2	2.08	70.75	40.2	1.76	77.95	40.6	1.92	77.41	39.9	1.94	76.44	42.0	1.82
July	77.01	39.9	1.93	83.01	40.1	2.07	70.96	40.1	1.77	79.15	40.8	1.94	74.88	38.6	1.94	76.74	42.4	1.81
August	76.89	40.0	1.92	81.77	39.5	2.07	71.33	40.3	1.77	77.20	40.0	1.93	75.64	39.6	1.91	76.80	42.2	1.82
September	77.97	40.4	1.93	82.61	40.1	2.06	72.54	40.3	1.80	76.83	39.4	1.95	76.63	38.7	1.98	75.30	40.7	1.85
October	78.38	40.4	1.94	83.81	40.1	2.09	73.98	41.1	1.80	78.80	40.0	1.97	80.98	40.9	1.98	79.05	42.5	1.86
Sewing machines			Refrigerators and air-conditioning units			Miscellaneous machinery parts <sup>5</sup>			Fabricated pipe, fittings, and valves			Ball and roller bearings			Machine shops (job and repair)			
1951: Average	\$79.42	43.4	\$1.83	\$69.65	39.8	\$1.75	\$74.30	43.2	\$1.72	\$71.81	43.0	\$1.67	\$76.82	43.4	\$1.77	\$74.30	43.2	\$1.72
1952: Average	76.73	40.6	1.89	76.04	41.1	1.85	75.36	42.1	1.79	73.39	41.7	1.76	74.57	41.2	1.81	78.55	43.4	1.81
October	77.68	41.1	1.89	78.44	41.5	1.89	76.49	41.8	1.83	76.44	42.0	1.82	72.10	39.4	1.83	79.97	43.7	1.83
1953: December	79.68	41.5	1.92	81.60	42.5	1.92	79.61	42.8	1.86	77.75	41.5	1.86	79.29	42.4	1.87	81.96	44.3	1.85
1953: January	78.38	40.2	1.90	82.22	42.6	1.93	77.33	41.8	1.85	75.67	40.9	1.85	77.98	41.7	1.87	81.30	43.1	1.84
February	76.57	40.3	1.90	81.29	41.9	1.94	78.35	41.9	1.87	75.89	40.8	1.86	79.19	41.9	1.89	80.29	43.4	1.85
March	77.38	40.3	1.92	83.50	42.6	1.96	79.52	42.3	1.88	77.23	41.3	1.87	80.18	42.2	1.90	80.91	43.8	1.86
April	78.01	39.8	1.96	82.12	41.9	1.96	79.15	42.1	1.88	77.83	41.4	1.88	79.38	42.0	1.89	80.78	43.2	1.87
May	76.62	39.7	1.93	79.73	41.1	1.94	77.64	41.3	1.88	76.70	40.8	1.88	76.52	40.7	1.88	79.48	42.5	1.87
June	77.01	39.9	1.93	78.96	40.7	1.94	78.44	41.5	1.89	77.08	41.0	1.88	78.12	40.9	1.91	80.09	42.9	1.88
July	77.99	40.1	1.94	83.16	40.9	1.96	76.17	40.3	1.89	78.13	39.9	1.88	76.95	40.5	1.90	78.77	41.6	1.88
August	78.53	39.7	1.91	77.42	39.7	1.95	72.04	41.6	1.90	75.69	41.2	1.91	78.00	41.3	1.89	79.05	42.3	1.89
September	76.61	39.9	1.92	76.44	39.0	1.96	79.68	41.5	1.92	79.90	41.4	1.93	78.88	41.3	1.91	80.03	41.9	1.91
October	77.02	39.7	1.94	78.21	39.3	1.99	79.57	41.6	1.92	80.48	41.7	1.93	76.21	39.9	1.91	82.80	42.9	1.91



TABLE C-1: Hours and gross earnings of production workers or nonsupervisory employees<sup>1</sup>—Continued

Year and month		Manufacturing—Continued																	
		Electrical machinery																	
		Total: Electrical machinery			Electrical generating, transmission, distribution, and industrial apparatus <sup>1</sup>			Wiring devices and supplies			Carbon and graphite products (electrical)			Electrical indicating, measuring, and recording instruments			Motors, generators, and motor-generator sets		
		Avg. wkly. earnings	Avg. wkly. hours	Avg. hrly. earnings	Avg. wkly. earnings	Avg. wkly. hours	Avg. hrly. earnings	Avg. wkly. earnings	Avg. wkly. hours	Avg. hrly. earnings	Avg. wkly. earnings	Avg. wkly. hours	Avg. hrly. earnings	Avg. wkly. earnings	Avg. wkly. hours	Avg. hrly. earnings	Avg. wkly. earnings	Avg. wkly. hours	Avg. hrly. earnings
1951: Average	\$64.84	41.3	\$1.57	\$70.31	42.1	\$1.67	\$63.18	42.1	\$1.50	\$69.43	40.6	\$1.71	\$69.44	42.6	\$1.63	\$75.36	42.1	\$1.79	
1952: Average	66.64	41.1	1.67	73.99	41.8	1.77	64.78	41.0	1.58	75.58	41.3	1.83	71.45	41.8	1.71	80.22	42.0	1.91	
October	70.89	41.7	1.70	75.18	42.0	1.79	65.19	41.0	1.59	77.38	41.6	1.86	71.72	41.7	1.73	82.26	42.4	1.94	
1952: December	71.57	42.1	1.70	77.47	42.8	1.81	66.04	42.0	1.62	79.24	42.6	1.86	73.70	42.6	1.73	84.05	43.1	1.95	
1953: January	71.72	41.7	1.72	76.86	42.0	1.83	66.91	41.3	1.62	78.77	41.9	1.88	73.39	41.7	1.76	83.95	42.4	1.98	
February	71.28	41.2	1.73	76.91	41.8	1.84	67.40	41.1	1.64	78.91	42.2	1.87	74.11	41.4	1.79	84.40	42.2	2.00	
March	72.21	41.5	1.74	77.89	42.1	1.85	67.90	41.4	1.64	78.96	42.0	1.88	74.11	41.4	1.79	85.20	42.6	2.00	
April	71.86	41.3	1.74	77.70	42.0	1.85	68.72	41.4	1.66	78.58	41.8	1.88	72.75	41.1	1.77	85.00	42.5	2.00	
May	70.99	40.8	1.74	76.59	41.4	1.85	68.06	41.0	1.66	77.98	41.7	1.87	72.27	40.6	1.78	82.78	41.6	1.99	
June	71.40	40.8	1.75	77.19	41.5	1.86	67.89	40.9	1.66	77.83	41.4	1.88	72.92	41.2	1.77	84.42	42.0	2.01	
July	70.58	40.1	1.76	76.30	40.8	1.87	67.37	40.1	1.68	75.44	41.5	1.89	72.90	40.5	1.80	82.62	40.9	2.02	
August	71.63	40.7	1.76	77.27	41.1	1.88	68.78	40.7	1.69	77.11	40.8	1.89	73.03	40.8	1.79	83.22	41.2	2.02	
September	71.86	40.6	1.77	77.71	40.9	1.90	68.68	40.4	1.70	79.27	41.5	1.91	74.52	41.4	1.80	84.25	40.7	2.07	
October	71.51	40.4	1.77	76.73	40.6	1.89	68.51	40.3	1.70	77.30	40.9	1.89	74.57	41.2	1.81	83.03	40.5	2.05	
		Power and distribution transformers			Switchgear, switchboards, and industrial controls			Electrical welding apparatus			Electrical appliances			Insulated wire and cable			Electrical equipment for vehicles		
1951: Average	\$68.95	40.8	\$1.69	\$60.28	42.5	\$1.63	\$64.18	45.5	\$1.85	\$67.32	39.6	\$1.70	\$64.87	42.4	\$1.53	\$69.08	40.4	\$1.71	
1952: Average	72.04	40.7	1.77	72.16	42.2	1.71	91.28	45.1	1.98	72.32	40.4	1.79	72.11	43.7	1.65	72.98	40.1	1.82	
October	72.45	40.7	1.78	73.05	42.5	1.74	93.43	45.8	2.04	73.49	40.6	1.81	76.05	45.0	1.69	78.02	41.5	1.88	
1952: December	75.48	41.7	1.81	74.99	43.1	1.74	93.12	46.1	2.02	75.95	41.5	1.83	76.78	44.9	1.71	78.91	42.2	1.87	
1953: January	75.62	41.1	1.84	78.85	42.2	1.75	89.04	44.3	2.01	78.73	42.1	1.87	75.51	43.9	1.72	77.15	41.7	1.85	
February	75.48	40.8	1.85	74.34	42.0	1.77	87.84	43.7	2.01	78.25	41.4	1.89	73.70	43.1	1.71	79.15	42.1	1.88	
March	77.42	41.4	1.87	75.29	42.3	1.78	89.04	44.3	2.01	78.58	41.8	1.88	73.78	43.4	1.70	77.93	41.9	1.86	
April	76.63	41.2	1.86	75.90	42.4	1.79	86.28	42.5	2.03	77.83	41.4	1.88	73.53	43.0	1.71	78.96	42.0	1.88	
May	77.46	41.2	1.88	74.82	41.8	1.79	84.80	42.4	2.00	76.89	40.9	1.88	73.87	43.2	1.71	77.19	41.5	1.86	
June	76.45	41.1	1.86	74.46	41.6	1.79	83.78	42.1	1.99	74.80	40.0	1.87	72.93	42.4	1.72	77.90	41.0	1.90	
July	75.58	40.2	1.88	75.12	41.5	1.81	84.82	42.2	2.01	75.36	40.3	1.87	70.86	41.2	1.72	75.20	40.0	1.88	
August	75.08	40.2	1.89	76.49	41.8	1.83	86.25	42.7	2.02	75.62	39.8	1.90	69.14	40.2	1.72	75.20	40.0	1.88	
September	76.97	40.3	1.91	76.54	41.6	1.84	86.09	42.2	2.04	76.99	40.1	1.92	71.23	40.7	1.75	74.26	39.5	1.88	
October	75.62	39.8	1.90	74.80	41.1	1.82	83.84	41.1	2.04	78.36	40.6	1.93	71.14	41.6	1.71	75.98	40.2	1.89	
		Electric lamps			Communication equipment <sup>2</sup>			Radios, phonographs, television sets, and equipment			Radio tubes			Telephone, telegraph, and related equipment			Miscellaneous electrical products <sup>3</sup>		
1951: Average	\$58.20	40.7	\$1.43	\$60.27	41.0	\$1.47	\$58.32	40.5	\$1.44	\$55.06	41.4	\$1.33	\$77.33	43.2	\$1.79	\$60.60	40.4	\$1.50	
1952: Average	58.89	39.0	1.51	64.21	40.9	1.87	62.12	40.6	1.53	57.49	40.2	1.48	82.03	43.4	1.89	65.93	40.7	1.82	
October	59.58	39.2	1.52	66.14	41.6	1.59	63.71	41.1	1.55	61.57	41.6	1.48	83.66	43.8	1.91	67.32	41.3	1.63	
1952: December	63.45	41.2	1.54	66.72	41.7	1.60	64.12	41.1	1.56	63.33	42.5	1.49	85.55	44.1	1.94	65.42	40.5	1.64	
1953: January	65.99	41.8	1.59	66.65	41.4	1.61	63.99	40.5	1.58	64.82	43.8	1.48	85.85	45.0	1.95	67.13	40.2	1.67	
February	67.39	41.6	1.62	65.77	40.6	1.62	63.92	40.2	1.59	62.51	41.4	1.51	82.26	42.4	1.94	67.03	39.9	1.68	
March	66.49	41.3	1.61	66.67	40.9	1.63	64.24	40.4	1.59	63.69	41.9	1.52	82.88	42.5	1.95	67.03	39.9	1.68	
April	66.49	41.3	1.61	66.18	40.6	1.63	64.00	40.0	1.60	62.67	41.5	1.51	82.29	42.2	1.95	67.30	40.3	1.67	
May	65.85	40.9	1.61	65.53	40.2	1.63	63.36	39.6	1.60	62.21	41.2	1.51	82.71	42.2	1.96	67.47	40.4	1.67	
June	63.12	39.7	1.59	66.66	40.4	1.65	64.64	39.9	1.62	62.73	41.0	1.53	82.91	42.3	1.96	68.04	40.5	1.68	
July	61.78	39.1	1.58	65.34	39.6	1.65	63.50	39.2	1.62	62.22	40.4	1.54	77.59	40.2	1.93	67.70	40.3	1.68	
August	63.52	39.7	1.60	67.73	40.8	1.66	65.36	40.1	1.63	64.06	41.6	1.54	83.66	42.9	1.95	68.95	40.8	1.69	
September	66.42	40.5	1.64	67.80	40.6	1.67	65.76	40.1	1.64	63.09	40.7	1.55	83.81	43.2	1.94	69.92	39.6	1.69	
October	66.42	40.5	1.64	66.97	40.1	1.67	65.84	39.9	1.65	59.67	39.0	1.53	83.85	43.0	1.95	67.77	40.1	1.69	
		Electrical machinery—Continued																	
		Transportation equipment																	
		Storage batteries			Primary batteries (dry and wet)			X-ray and non-radio electronic tubes			Total: Transportation equipment			Automobiles <sup>4</sup>			Motor vehicles, bodies, parts, and accessories		
1951: Average	\$56.17	40.1	\$1.65	\$53.99	39.7	\$1.36	\$74.58	45.2	\$1.65	\$75.67	40.9	\$1.85	\$75.45	39.5	\$1.91	\$76.04	39.4	\$1.93	
1952: Average	73.16	41.1	1.78	56.66	39.9	1.42	72.93	42.9	1.70	81.56	41.4	1.97	83.03	40.5	2.05	83.84	40.5	2.07	
October	77.29	42.7	1.81	57.92	40.5	1.43	70.97	41.5	1.71	86.48	42.6	2.03	92.23	41.3	2.14	93.31	43.2	2.16	
1952: December	73.90	41.0	1.80	56.91	39.8	1.43	74.65	42.9	1.74	87.11	42.7	2.04	90.31	42.4	2.13	91.28	42.5	2.15	
1953: January	73.31	40.5	1.81	58.00	40.0	1.45	73.57	41.8	1.76	85.06	41.9	2.03	90.94	41.4	2.10	93.77	42.4	2.12	
February	73.35	40.3	1.82	58.40	40.0	1.46	73.39	41.0	1.79	85.60	41.8	2.05	87.99	41.7	2.11	93.03	41.8	2.13	
March	74.30	40.6	1.83	58.60	40.2	1.46	72.14	40.3	1.79	85.49	41.7	2.05	88.20	41.8	2.11	93.25	41.9	2.13	
April	75.81	41.2	1.84	58.80	40.0	1.47	71.78	40.1	1.79	85.70	41.6	2.06	88.83	41.9	2.12	93.69	41.9	2.14	
May	75.62	41.1	1.84	60.38	40.8	1.48	69.77	40.1	1.74	84.67	41.3	2.05	87.15	41.5	2.10	93.87	41.6	2.12	
June	75.54	42.0	1.87	58.40	40.0	1.46	67.73	38.7	1.75	85.70	41.2	2.08	89.29	41.5	2.15	96.06	41.5	2.17	
July	79.50	42.0	1.89	57.17	39.7	1.44	68.11	38.7	1.76	84.86	40.8	2.08	87.91	40.7	2.16	98.32	40.7	2.17	
August	76.38	42.0	1.90	60.05	39.9	1.49	71.56	40.2	1.78	85.70	41.2	2.08	88.58	41.2	2.15	99.21	41.3	2.16	
September	76.38	40.2	1.90	59.05	39.9	1.48	72.40	40.0	1.81	83.62	40.2	2.08	85.75	39.7	2.16	86.33	39.6	2.18	
October	75.20	40.0	1.88	60.55	40.1	1.51	74.03	39.8	1.86	85.48	40.9	2.09	88.34	40.9	2.16	89.16	40.9	2.18	



TABLE C-1: Hours and gross earnings of production workers or nonsupervisory employees<sup>1</sup>—Continued

Year and month	Manufacturing—Continued																	
	Miscellaneous manufacturing industries—Continued																	
	Jewelry and findings		Silverware and plated ware		Musical instruments and parts		Toys and sporting goods <sup>1</sup>		Games, toys, dolls, and children's vehicles		Sporting and athletic goods							
	Avg. wkly. earnings	Avg. wkly. hours	Avg. hrly. earnings	Avg. wkly. earnings	Avg. wkly. hours	Avg. hrly. earnings	Avg. wkly. earnings	Avg. wkly. hours	Avg. hrly. earnings	Avg. wkly. earnings	Avg. wkly. hours	Avg. hrly. earnings	Avg. wkly. earnings	Avg. wkly. hours	Avg. hrly. earnings			
1951: Average.....	\$58.38	41.7	\$1.40	\$65.73	41.6	\$1.58	\$63.65	40.8	\$1.56	\$53.60	39.7	\$1.35	\$53.72	39.5	\$1.36	\$53.33	39.8	\$1.34
1952: Average.....	63.33	42.8	1.49	70.98	42.0	1.69	68.64	41.1	1.67	58.73	40.5	1.45	58.84	40.3	1.46	58.90	40.9	1.44
October.....	66.88	44.0	1.52	78.75	45.0	1.75	71.23	41.9	1.70	62.16	42.0	1.48	62.31	42.1	1.48	61.30	41.7	1.44
1952: December.....	68.70	45.2	1.52	79.28	45.3	1.75	72.93	42.4	1.72	62.09	41.1	1.51	61.41	40.4	1.52	63.15	42.1	1.50
1953: January.....	67.73	43.9	1.52	71.74	42.2	1.70	71.28	41.2	1.73	60.15	40.1	1.50	59.04	39.1	1.51	61.09	41.4	1.49
February.....	65.91	42.8	1.54	73.44	42.7	1.72	72.21	41.5	1.74	61.00	40.4	1.51	60.04	39.5	1.52	61.06	41.6	1.49
March.....	66.10	43.2	1.53	75.69	43.5	1.74	72.73	41.8	1.74	62.06	41.1	1.51	61.81	40.4	1.53	62.58	42.0	1.49
April.....	64.41	42.1	1.53	76.13	43.5	1.75	72.28	41.3	1.73	61.05	40.7	1.50	61.66	40.8	1.52	60.83	41.1	1.48
May.....	63.91	41.5	1.54	76.03	43.2	1.76	70.88	40.5	1.75	60.90	40.6	1.50	61.41	40.4	1.52	60.53	40.9	1.48
June.....	63.38	41.7	1.52	74.78	42.7	1.75	70.35	40.2	1.75	60.60	40.4	1.50	60.70	40.2	1.51	60.24	40.7	1.48
July.....	60.70	40.2	1.51	73.50	42.0	1.75	68.78	39.3	1.75	58.30	38.8	1.50	57.45	38.3	1.50	59.00	39.6	1.49
August.....	62.73	41.0	1.53	75.50	42.9	1.76	70.58	40.1	1.76	59.75	40.1	1.49	60.30	40.2	1.50	59.05	39.9	1.48
September.....	63.14	41.0	1.54	78.40	43.8	1.79	70.67	39.7	1.78	59.74	39.3	1.52	60.89	39.8	1.53	57.75	38.5	1.50
October.....	65.21	42.9	1.59	78.22	43.7	1.79	72.98	41.0	1.78	62.22	40.4	1.54	63.34	40.6	1.56	60.15	40.1	1.50
Year and month	Manufacturing—Continued																	
	Miscellaneous manufacturing industries—Continued																	
	Pens, pencils, and other office supplies		Costume jewelry, buttons, notions		Fabricated plastic products		Other manufacturing industries		Class I railroads <sup>2</sup>		Local railways and buslines <sup>2</sup>							
	Avg. wkly. earnings	Avg. wkly. hours	Avg. hrly. earnings	Avg. wkly. earnings	Avg. wkly. hours	Avg. hrly. earnings	Avg. wkly. earnings	Avg. wkly. hours	Avg. hrly. earnings	Avg. wkly. earnings	Avg. wkly. hours	Avg. hrly. earnings						
1951: Average.....	\$54.91	41.6	\$1.32	\$53.73	40.1	\$1.34	\$60.59	41.5	\$1.45	\$59.18	41.1	\$1.44	\$70.93	41.0	\$1.73	\$72.23	46.3	\$1.56
1952: Average.....	57.26	40.9	1.40	55.74	40.1	1.39	64.79	41.8	1.55	62.02	40.8	1.52	74.30	40.6	1.82	76.56	46.4	1.63
October.....	59.22	42.0	1.41	58.92	41.2	1.43	66.77	42.8	1.56	63.50	41.6	1.53	77.52	41.9	1.85	77.57	45.9	1.69
1952: December.....	59.76	41.5	1.44	59.47	41.3	1.44	68.96	43.1	1.60	65.68	42.1	1.56	76.30	40.8	1.87	78.66	46.0	1.71
1953: January.....	57.86	39.9	1.45	60.30	41.3	1.46	70.09	43.0	1.63	64.37	41.0	1.57	74.61	39.9	1.87	76.01	44.5	1.71
February.....	57.57	39.7	1.45	60.01	41.1	1.46	69.21	42.2	1.64	63.90	40.7	1.57	76.95	40.8	1.90	76.61	44.8	1.71
March.....	58.29	40.2	1.45	61.01	41.5	1.47	69.28	42.5	1.63	64.37	41.0	1.57	75.30	40.7	1.85	78.78	44.9	1.71
April.....	59.02	40.7	1.45	61.01	41.5	1.47	68.79	42.2	1.63	64.62	40.9	1.58	76.82	41.3	1.86	77.92	45.3	1.72
May.....	59.13	40.5	1.46	60.38	40.8	1.48	68.88	42.0	1.64	64.24	40.4	1.59	74.43	39.8	1.87	79.06	45.7	1.73
June.....	59.85	41.0	1.46	59.83	40.7	1.47	67.16	41.2	1.63	64.71	40.7	1.59	77.75	41.8	1.86	78.89	45.6	1.73
July.....	57.38	39.3	1.46	55.39	38.2	1.45	66.91	41.3	1.62	64.24	39.9	1.61	78.31	42.1	1.86	78.93	45.1	1.75
August.....	58.58	40.4	1.45	58.11	39.8	1.46	67.07	41.4	1.62	65.21	40.5	1.61	75.36	40.3	1.87	78.75	45.0	1.75
September.....	58.95	40.1	1.47	58.46	39.5	1.48	66.58	40.6	1.64	63.92	39.7	1.61	76.33	40.6	1.88	78.59	44.4	1.77
October.....	60.30	41.3	1.46	58.46	39.5	1.48	67.81	41.6	1.63	66.34	40.7	1.63	78.06	44.1	1.77	78.06	44.1	1.77
Year and month	Manufacturing—Continued																	
	Communication																	
	Telephone		Switchboard operating employees <sup>1</sup>		Line construction, installation, and maintenance employees <sup>1</sup>		Telegraph <sup>1</sup>		Total: Gas and electric utilities		Electric light and power utilities							
	Avg. wkly. earnings	Avg. wkly. hours	Avg. hrly. earnings	Avg. wkly. earnings	Avg. wkly. hours	Avg. hrly. earnings	Avg. wkly. earnings	Avg. wkly. hours	Avg. hrly. earnings	Avg. wkly. earnings	Avg. wkly. hours	Avg. hrly. earnings						
1951: Average.....	\$58.26	39.1	\$1.49	\$49.39	37.7	\$1.31	\$81.32	42.8	\$1.90	\$68.24	44.6	\$1.53	\$71.65	41.9	\$1.71	\$72.91	41.9	\$1.74
1952: Average.....	61.22	38.5	1.59	51.43	37.0	1.39	86.61	42.2	2.05	72.48	43.4	1.67	75.12	41.5	1.81	76.18	41.4	1.84
October.....	63.80	38.9	1.64	54.23	37.4	1.45	89.25	42.3	2.13	74.87	42.3	1.77	76.96	41.6	1.85	77.46	41.2	1.88
1952: December.....	63.63	38.8	1.64	52.26	36.8	1.42	92.23	43.1	2.14	74.10	42.1	1.76	78.21	41.6	1.88	78.88	41.3	1.91
1953: January.....	63.69	38.6	1.65	52.56	36.5	1.44	92.02	43.0	2.14	73.63	41.6	1.77	78.40	41.7	1.88	79.77	41.5	1.91
February.....	63.58	38.3	1.66	53.07	36.6	1.45	89.25	41.9	2.13	73.46	41.5	1.77	77.46	41.2	1.88	78.50	41.1	1.91
March.....	63.03	38.2	1.65	52.20	36.5	1.43	88.83	41.9	2.12	73.63	41.6	1.77	77.87	41.2	1.89	79.11	41.1	1.92
April.....	63.20	38.3	1.65	52.20	36.5	1.43	89.67	42.1	2.13	73.63	41.6	1.77	78.50	41.1	1.91	79.13	41.0	1.93
May.....	64.63	38.7	1.67	54.68	37.2	1.47	90.95	42.5	2.14	75.90	42.4	1.79	79.52	41.2	1.93	80.15	41.1	1.95
June.....	65.13	39.0	1.67	54.09	37.3	1.45	93.53	43.3	2.16	75.60	42.0	1.80	80.22	41.5	1.93	81.54	41.6	1.96
July.....	64.35	39.0	1.65	54.38	37.6	1.45	90.95	42.3	2.15	74.76	42.0	1.78	81.32	41.7	1.95	82.35	41.8	1.97
August.....	64.24	38.7	1.66	53.57	37.2	1.44	91.15	42.2	2.16	74.76	42.0	1.78	81.34	41.5	1.96	82.59	41.5	1.99
September.....	68.16	39.4	1.73	59.75	38.3	1.56	93.94	42.7	2.20	77.46	42.1	1.84	82.76	41.8	1.98	84.02	41.8	2.01
October.....	66.39	38.6	1.72	56.09	36.9	1.52	93.48	42.3	2.21	74.05	41.6	1.78	82.15	41.7	1.97	82.80	41.4	2.00
Year and month	Manufacturing—Continued																	
	Transportation and public utilities—Continued																	
	Other public utilities—Continued		Gas utilities		Electric light and gas utilities combined		Wholesale trade		Retail trade (except eating and drinking places)		General merchandise stores <sup>2</sup>		Department stores and general mail-order houses					
	Avg. wkly. earnings	Avg. wkly. hours	Avg. hrly. earnings	Avg. wkly. earnings	Avg. wkly. hours	Avg. hrly. earnings	Avg. wkly. earnings	Avg. wkly. hours	Avg. hrly. earnings	Avg. wkly. earnings	Avg. wkly. hours	Avg. hrly. earnings	Avg. wkly. earnings	Avg. wkly. hours	Avg. hrly. earnings			
1951: Average.....	\$68.97	41.8	\$1.65	\$72.49	41.9	\$1.73	\$64.31	40.7	\$1.58	\$50.65	40.2	\$1.26	\$37.75	39.3	\$1.04	\$44.23	37.8	\$1.17
1952: Average.....	71.80	41.5	1.73	75.89	41.7	1.82	67.80	40.6	1.67	52.67	39.9	1.32	38.41	38.9	1.07	44.77	37.0	1.21
October.....	74.27	42.2	1.76	77.98	41.7	1.87	69.19	40.7	1.70	53.19	39.4	1.35	37.93	38.8	1.09	44.28	36.0	1.23
1952: December.....	74.46	41.6	1.79	79.19	41.9	1.89	68.53	40.9	1.70	52.54	39.8	1.32	38.48	37.0	1.04	45.90	38.9	1.18
1953: January.....	74.52	41.4	1.80	80.37	42.3	1.90	69.08	40.4	1.71	53.45	39.3	1.36	38.85	35.0	1.11	44.59	35.6	1.25
February.....	74.21	41.0	1.81	78.85	41.5	1.90	69.66	40.5	1.72	53.70	39.2	1.37	38.17	34.7	1.10	43.77	35.3	1.24
March.....	74.21	41.0	1.81	79.49	41.4	1.92	69.89	40.4	1.73	53.70	39.2	1.37	37.82	34.7	1.09	43.67	35.5	1.23
April.....	75.44	41.0	1.84	80.52	41.4	1.94	70.12	40.3	1.74	53.96	39.1	1.38	37.93	34.8	1.09	43.79	35.6	1.23
May.....	75.26	40.9	1.84	80.93	41.5	1.95	70.50	40.3	1.76	54.21	39.0	1.39	38.52	34.7	1.11	44.88	35.5	1.25
June.....	74.85	41.2	1.83	82.15	41.7	1.97	71.10	40.4	1.76	55.16	39.4	1.40	39.65	35.4	1.12	45.59	35.9	1.27
July.....	76.86	41.1	1.87	82.98	41.7	1.98	72.09	40.5	1.78	56.26	39.9	1.41	40.54	36.2	1.12	45.86	36.4	1.26
August.....	78.21	41.6	1.88	84.42	42.0	2.01	71.91	40.4	1.78	56.12	39.8	1.41	39.74	35.8	1.11	45.11	35.8	1.26
September.....	78.21	41.6	1.88	84.42	42.0	2.01	72.50	40.5	1.79	55.52	39.1	1.42	39.20	35.0	1.12	45.11	35.8	1.26
October.....	78.96	42.0	1.88	83.80	41.9	2.00	72.45	40.7	1.78	55.38	39.0	1.42	38.98	34.8	1.12	45.11	35.8	1.26

TABLE C-1: Hours and gross earnings of production workers or nonsupervisory employees<sup>1</sup>—Continued

Year and month	Wholesale and retail trade—Continued															
	Retail trade—Continued									Other retail trade						
	Food and liquor stores			Automotive and accessories dealers			Apparel and accessories stores			Furniture and appliance stores			Lumber and hardware-supply stores			
	Avg. wkly. earnings	Avg. wkly. hours	Avg. hrly. earnings	Avg. wkly. earnings	Avg. wkly. hours	Avg. hrly. earnings	Avg. wkly. earnings	Avg. wkly. hours	Avg. hrly. earnings	Avg. wkly. earnings	Avg. wkly. hours	Avg. hrly. earnings	Avg. wkly. earnings	Avg. wkly. hours	Avg. hrly. earnings	
1951: Average.....	\$54.54	40.1	\$1.36	\$66.28	45.4	\$1.46	\$42.24	36.1	\$1.17	\$59.48	43.1	\$1.38	\$38.86	43.6	\$1.38	
1952: Average.....	56.52	39.8	1.42	69.61	45.2	1.54	43.68	35.8	1.22	61.06	42.7	1.43	61.19	43.4	1.41	
October.....	56.59	39.3	1.44	71.73	45.4	1.58	43.77	35.3	1.24	62.33	42.4	1.47	62.78	43.6	1.44	
1953: December.....	57.13	39.4	1.45	71.28	45.4	1.57	45.49	36.1	1.26	65.66	43.2	1.52	61.92	43.3	1.43	
1953: January.....	57.62	39.2	1.47	71.12	45.3	1.57	44.73	35.5	1.26	60.76	41.9	1.45	61.06	42.7	1.43	
February.....	57.48	39.1	1.47	71.55	45.0	1.59	45.65	35.2	1.24	60.06	42.0	1.43	61.92	42.7	1.43	
March.....	57.57	38.9	1.48	72.90	45.0	1.62	43.30	35.2	1.23	60.48	42.0	1.44	62.49	42.8	1.46	
April.....	57.81	38.8	1.49	74.09	44.9	1.65	43.75	35.0	1.25	60.90	42.0	1.45	62.78	43.0	1.46	
May.....	57.66	38.7	1.49	74.70	45.0	1.66	44.58	35.1	1.27	61.03	41.8	1.46	64.37	43.2	1.49	
June.....	58.95	39.3	1.50	74.98	44.9	1.67	45.09	35.5	1.27	61.89	42.1	1.47	64.67	43.4	1.49	
July.....	60.25	39.9	1.51	74.98	44.9	1.67	45.61	36.2	1.26	62.31	42.1	1.48	65.10	43.4	1.50	
August.....	60.25	39.9	1.51	74.48	44.6	1.67	45.25	36.2	1.25	62.16	42.0	1.48	65.97	43.4	1.52	
September.....	60.37	39.2	1.54	73.10	44.3	1.65	44.93	35.1	1.28	62.01	41.9	1.48	65.79	43.0	1.53	
October.....	59.14	38.4	1.54	74.20	44.7	1.66	45.28	35.1	1.29	63.03	42.3	1.49	66.71	43.6	1.53	
Finance, insurance, and real estate <sup>10</sup>																
	Banks and trust companies			Security dealers and exchanges			Insurance carriers			Hotels, year-round <sup>11</sup>			Service and miscellaneous			Motion-picture production and distribution <sup>12</sup>
	Avg. wkly. earnings	Avg. wkly. earnings	Avg. wkly. earnings	Avg. wkly. earnings	Avg. wkly. hours	Avg. hrly. earnings	Personal services									
							Laundries		Cleaning and dyeing plants		Avg. wkly. earnings					
1951: Average.....	\$50.32	\$23.68	\$61.31	\$35.42	45.2	\$0.82	\$37.41	41.1	\$0.92	\$43.99		41.5	\$1.06		\$53.95	
1952: Average.....	52.80	81.07	63.38	37.06	42.6	.87	38.63	41.1	.94	45.10	41.0	1.10		90.49		
October.....	53.07	80.94	63.54	37.31	42.4	.88	38.86	40.9	.95	46.51	41.9	1.11		92.62		
1953: December.....	53.56	83.37	65.34	37.75	42.9	.88	39.55	41.2	.96	45.92	41.0	1.12		90.20		
1953: January.....	54.29	84.06	65.75	37.31	42.4	.88	39.36	41.0	.96	45.02	40.2	1.12		87.44		
February.....	54.61	83.21	66.23	37.65	42.3	.89	38.88	40.5	.96	43.73	39.4	1.11		90.76		
March.....	54.40	86.01	66.32	37.47	42.1	.89	39.38	40.6	.97	45.02	40.2	1.12		90.98		
April.....	54.47	86.78	66.55	37.83	42.5	.89	39.58	40.8	.97	45.36	40.5	1.12		89.64		
May.....	54.65	84.48	66.52	37.89	42.1	.90	40.67	41.5	.98	45.19	41.9	1.15		84.51		
June.....	54.28	82.55	67.20	38.22	42.0	.91	40.08	40.9	.98	47.08	41.3	1.14		91.46		
July.....	54.90	81.72	68.73	38.40	42.2	.91	39.30	40.1	.98	44.69	39.2	1.14		90.98		
August.....	55.00	79.72	68.07	38.49	42.3	.91	39.10	39.9	.98	44.35	38.9	1.14		91.13		
September.....	55.05	80.83	67.27	38.64	42.0	.92	39.90	40.3	.99	46.63	40.2	1.16		85.64		
October.....	55.44	81.29	67.67	39.19	42.6	.92	39.40	40.2	.98	46.75	40.3	1.16		89.38		

<sup>1</sup> Data are based upon reports from cooperating establishments covering both full- and part-time employees who worked during, or received pay for, any part of the pay period ending nearest the 15th of the month. For mining, manufacturing, laundries, and cleaning and dyeing plants, data refer to production and related workers only. For the remaining industries, unless otherwise noted, data relate to nonsupervisory employees and working supervisors. Data for the three current months are subject to revision without notation; revised figures for earlier months will be identified by asterisks the first month they are published.

<sup>2</sup> Italicized titles which follow are components of this industry.

<sup>3</sup> See footnote 2, table A-2.

<sup>4</sup> See footnote 3, table A-2.

<sup>5</sup> Figures for class I railroads (excluding switching and terminal companies) are based upon monthly data summarized in the M-300 report by the Interstate Commerce Commission and relate to all employees who received pay during the month, except executives, officials, and staff assistants (ICC Group I).

<sup>6</sup> Data include privately and government operated local railways and bus-lines.

<sup>7</sup> Data relate to employees in such occupations in the telephone industry as switchboard operators, service assistants, operating-room instructors, and pay-station attendants. During 1952 such employees made up 47 percent of the total number of nonsupervisory employees in telephone establishments reporting hours and earnings data.

<sup>8</sup> Data relate to employees in such occupations in the telephone industry as central office craftsmen; installation and exchange repair craftsmen; line, cable, and conduit craftsmen; and laborers. During 1952 such employees made up 23 percent of the total number of nonsupervisory employees in telephone establishments reporting hours and earnings data.

<sup>9</sup> Beginning with 1952, data relate to domestic employees, except messengers, and those compensated entirely on a commission basis and are not strictly comparable with figures shown for 1951.

<sup>10</sup> Data on average weekly hours and average hourly earnings are not available.

<sup>11</sup> Money payments only; additional value of board, room, uniforms, and tips, not included.

See Note on p. 74.



TABLE C-2: Gross average weekly earnings of production workers in selected industries, in current and 1947-49 dollars <sup>1</sup>

Year and month	Manufacturing		Bituminous coal mining		Laundries		Year and month	Manufacturing		Bituminous coal mining		Laundries	
	Current dollars	1947-49 dollars	Current dollars	1947-49 dollars	Current dollars	1947-49 dollars		Current dollars	1947-49 dollars	Current dollars	1947-49 dollars	Current dollars	1947-49 dollars
1939: Average.....	\$23.86	\$40.17	\$23.88	\$40.20	\$17.64	\$29.70	1952: October.....	\$70.38	\$61.63	\$75.58	\$66.18	\$38.86	\$34.03
1941: Average.....	29.58	47.03	30.86	49.06	18.69	29.71	November.....	70.28	61.49	80.27	75.48	38.88	34.02
1946: Average.....	43.82	52.54	58.03	69.58	30.20	36.21	December.....	72.14	63.22	91.73	80.39	39.55	34.08
1948: Average.....	54.14	62.67	72.12	70.16	34.23	33.39	1953: January.....	71.74	62.63	87.79	77.08	39.26	34.50
1949: Average.....	54.92	63.95	63.28	62.19	34.98	34.36	February.....	71.17	62.76	81.42	71.80	38.88	34.29
1950: Average.....	59.33	57.71	70.35	68.43	35.47	34.50	March.....	71.93	63.32	81.76	71.97	39.38	34.67
1951: Average.....	64.71	58.30	77.79	70.08	37.81	34.06	April.....	71.40	62.80	79.61	70.02	39.58	34.81
1952: Average.....	67.97	59.89	78.32	69.00	38.63	34.04	May.....	71.63	62.83	84.97	74.54	40.67	35.68
							June.....	71.63	62.56	91.28	79.69	40.28	35.18
							July.....	71.33	62.19	84.97	74.08	39.30	34.26
							August.....	71.69	62.34	92.88	80.77	39.10	34.00
							September <sup>2</sup> .....	71.02	61.65	86.06	74.70	39.90	34.64
							October <sup>2</sup> .....	71.73	62.16	89.41	77.48	39.40	34.14

<sup>1</sup> These series indicate changes in the level of average weekly earnings prior to and after adjustment for changes in purchasing power as determined from the Bureau's Consumer Price Index, the years 1947-49 having been selected for the base period.

<sup>2</sup> Preliminary.

See NOTE on p. 74.

TABLE C-3: Gross and net spendable average weekly earnings of production workers in manufacturing industries, in current and 1947-49 dollars <sup>1</sup>

Period	Gross average weekly earnings		Net spendable average weekly earnings				Period	Gross average weekly earnings		Net spendable average weekly earnings			
			Worker with no dependents		Worker with 3 dependents					Worker with no dependents		Worker with 3 dependents	
	Amount	Index (1947-49 = 100)	Current dollars	1947-49 dollars	Current dollars	1947-49 dollars		Amount	Index (1947-49 = 100)	Current dollars	1947-49 dollars	Current dollars	1947-49 dollars
1941: January.....	\$26.64	80.3	\$25.41	\$42.14	\$26.37	\$43.73	1952: October.....	\$70.38	\$132.9	\$57.52	\$30.37	\$45.53	\$57.38
1945: January.....	47.50	89.7	39.40	51.77	45.17	59.36	November.....	70.28	132.7	57.44	50.25	65.45	87.20
July.....	45.45	85.8	37.80	48.77	43.57	56.22	December.....	72.14	136.2	58.89	51.61	66.94	88.07
1946: June.....	43.31	81.8	37.30	46.74	42.78	53.61	1953: January.....	71.34	134.7	58.27	51.16	66.30	88.21
1939: Average.....	23.86	45.1	23.58	39.70	23.62	39.76	February.....	71.17	134.4	58.13	51.26	66.16	88.34
1940: Average.....	25.20	47.6	24.69	41.22	24.95	41.65	March.....	71.93	135.8	58.72	51.69	66.77	88.78
1941: Average.....	29.58	55.9	28.05	44.59	29.28	46.55	April.....	71.40	134.8	58.31	51.28	66.34	88.35
1942: Average.....	36.65	69.2	31.77	45.58	36.28	52.05	May.....	71.63	135.3	58.49	51.31	66.53	88.36
1943: Average.....	43.14	81.5	36.01	48.66	41.39	55.93	June.....	71.63	135.3	58.49	51.08	66.53	88.10
1944: Average.....	46.08	87.0	38.29	50.92	44.06	58.59	July.....	71.33	134.7	58.26	50.79	66.29	87.79
1945: Average.....	44.39	83.8	36.97	48.08	42.74	55.58	August.....	71.69	135.4	58.54	50.90	66.58	87.90
1946: Average.....	43.82	82.8	37.72	45.23	43.20	51.80	September <sup>1</sup> .....	71.02	134.1	58.02	50.36	66.04	87.33
1947: Average.....	49.97	94.4	42.76	44.77	48.24	50.81	October <sup>2</sup> .....	71.73	135.5	58.57	50.75	66.61	87.72
1948: Average.....	54.14	102.2	47.43	46.14	53.17	51.72							
1949: Average.....	54.92	103.7	48.09	47.24	53.83	52.88							
1950: Average.....	59.33	112.0	51.09	49.70	57.21	55.65							
1951: Average.....	64.71	122.2	54.04	48.68	61.28	55.21							
1952: Average.....	67.97	128.4	55.66	49.04	63.62	56.05							

<sup>1</sup> Net spendable average weekly earnings are obtained by deducting from gross average weekly earnings, social security and income taxes for which the specified type of worker is liable. The amount of income tax liability depends, of course, on the number of dependents supported by the worker as well as on the level of his gross income. Net spendable earnings have, therefore, been computed for 2 types of income-receivers: (1) A worker with no dependents; (2) a worker with 3 dependents. See footnote 1, table C-2.

The computation of net spendable earnings for both the worker with no dependents and the worker with 3 dependents are based upon the gross average

weekly earnings for all production workers in manufacturing industries without direct regard to marital status and family composition. The primary value of the spendable series is that of measuring relative changes in disposable earnings for 2 types of income-receivers.

<sup>2</sup> Preliminary.

See NOTE on p. 74.

TABLE C-4: Average hourly earnings, gross and excluding overtime, of production workers in manufacturing industries <sup>1</sup>

Period	Manufacturing			Durable goods		Nondurable goods	
	Gross amount	Excluding overtime		Gross	Excluding overtime	Gross	Excluding overtime
		Amount	Index (1947-49 = 100)				
1941: Average.....	\$0.729	\$0.702	54.5	\$0.806	\$0.770	\$0.640	\$0.625
1942: Average.....	.853	.805	62.5	.947	.881	.723	.698
1943: Average.....	.961	.894	69.4	1.059	.976	.803	.763
1944: Average.....	1.019	.947	73.5	1.117	1.029	.861	.814
1945: Average.....	1.023	*.963	*74.8	1.111	*1.042	.904	*.856
1946: Average.....	1.086	1.051	81.6	1.156	1.122	1.015	.981
1947: Average.....	1.237	1.198	93.0	1.292	1.250	1.171	1.133
1948: Average.....	1.350	1.310	101.7	1.410	1.366	1.278	1.241
1949: Average.....	1.401	1.367	106.1	1.469	1.434	1.325	1.292
1950: Average.....	1.465	1.415	109.9	1.537	1.480	1.378	1.337
1951: Average.....	1.59	1.53	118.8	1.67	1.60	1.48	1.43
1952: Average.....	1.67	1.61	125.0	1.76	1.69	1.54	1.49
1952: October.....	\$1.70	\$1.63	\$126.6	\$1.81	\$1.73	\$1.54	\$1.49
November.....	1.71	1.65	128.1	1.82	1.74	1.56	1.51
December.....	1.73	1.65	128.1	1.83	1.75	1.57	1.51
1953: January.....	1.74	1.67	129.7	1.84	1.76	1.58	1.53
February.....	1.74	1.68	130.4	1.85	1.77	1.58	1.54
March.....	1.75	1.68	130.4	1.85	1.77	1.59	1.54
April.....	1.75	1.69	131.2	1.86	1.78	1.59	1.55
May.....	1.76	1.69	131.2	1.86	1.79	1.60	1.55
June.....	1.76	1.70	132.0	1.87	1.80	1.60	1.55
July.....	1.77	1.71	132.8	1.88	1.81	1.61	1.56
August.....	1.77	1.71	132.8	1.88	1.81	1.61	1.56
September <sup>2</sup> .....	1.78	1.73	134.3	1.89	1.83	1.63	1.58
October <sup>3</sup> .....	1.78	1.72	133.5	1.89	1.82	1.62	1.57

<sup>1</sup> Overtime is defined as work in excess of 40 hours per week and paid for at time and one-half. The computation of average hourly earnings excluding overtime makes no allowance for special rates of pay for work done on holidays.

<sup>2</sup> 11-month average; August 1945 excluded because of VJ-holiday period.

<sup>3</sup> Preliminary.

See Note on p. 74.

## D: Prices and Cost of Living

TABLE D-1: Consumer Price Index<sup>1</sup>—United States average, all items and commodity groups

[1947-49=100]

Year and month	All items	Total food <sup>2</sup>	Apparel	Housing <sup>3</sup>						Transportation	Medical care	Personal care	Reading and recreation	Other goods and services <sup>4</sup>
				Total <sup>5</sup>	Rent	Gas and electric-ity	Solid fuels and fuel oil	House-furnish-ings	House-hold operation					
1947: Average	95.5	95.9	97.1	95.0	94.4	97.6	88.8	97.2	97.2	90.6	94.9	97.6	95.5	96.1
1948: Average	102.8	104.1	103.5	101.7	100.7	100.0	104.4	105.2	102.6	100.9	100.9	101.3	100.4	100.5
1949: Average	101.8	100.0	99.4	103.8	105.0	102.5	105.8	99.6	100.1	108.5	104.1	101.1	104.1	105.4
1950: Average	102.8	101.2	98.1	106.1	108.8	102.7	110.5	100.3	101.2	111.3	106.0	101.1	103.4	105.2
1951: Average	111.0	112.6	108.9	112.4	113.1	103.1	114.4	111.2	109.0	118.4	111.1	110.5	106.5	109.7
1952: Average	113.5	114.6	105.8	114.6	117.9	104.5	118.7	108.5	111.8	126.2	117.2	111.8	107.0	112.4
1950: January	100.6	97.0	96.7	104.4	107.5	102.5	109.9	97.4	96.4	110.2	105.0	99.4	104.3	103.9
February	100.4	96.5	96.7	104.6	107.7	102.8	109.6	97.6	96.4	110.0	105.0	99.2	104.6	103.9
March	100.7	97.3	96.8	104.6	107.8	102.8	109.9	97.7	96.5	109.8	105.1	99.1	104.4	103.9
April	100.8	97.7	96.7	104.7	108.1	102.9	109.7	97.7	96.4	109.6	105.1	99.1	104.0	103.8
May	101.3	98.9	96.5	104.7	108.5	102.8	109.8	97.8	96.7	110.1	105.3	99.0	103.8	103.9
June	101.8	100.5	96.5	104.9	108.7	102.7	107.6	97.4	96.6	109.9	105.4	99.2	102.5	103.7
July	102.9	103.1	96.4	105.3	109.1	102.8	108.1	98.1	99.9	111.2	105.6	99.5	101.7	104.1
August	103.7	103.9	97.1	106.1	109.3	102.7	109.8	99.7	101.2	112.4	106.0	100.8	101.9	104.3
September	104.4	104.0	99.2	107.1	109.5	102.8	111.6	102.4	102.3	112.7	107.0	101.3	102.7	106.8
October	105.0	104.3	100.9	108.1	109.6	102.7	113.4	104.7	103.6	112.6	107.1	103.3	103.0	107.1
November	105.5	104.4	101.6	108.8	110.0	102.7	114.3	105.0	104.4	112.9	107.4	104.1	103.6	107.4
December	106.9	107.1	102.2	109.4	110.4	102.7	114.8	107.1	105.6	114.1	108.0	107.4	104.1	107.9
1951: January	108.6	109.9	103.8	110.4	110.6	103.1	115.1	109.3	107.2	114.7	108.5	109.8	105.4	108.4
February	109.9	111.9	105.6	111.2	111.3	103.1	114.4	110.5	108.1	115.8	108.9	110.6	106.4	108.7
March	110.3	112.0	106.2	111.7	111.9	103.1	116.7	111.1	108.4	116.9	109.9	110.7	107.0	108.9
April	110.4	111.7	106.4	111.9	112.2	102.8	116.7	111.6	108.3	117.2	110.3	110.7	107.3	109.0
May	110.9	112.6	106.6	112.2	112.5	103.2	115.2	112.1	108.7	117.6	110.7	110.8	107.3	109.2
June	110.8	112.3	106.6	112.3	112.7	103.0	115.4	112.0	108.7	117.5	111.0	110.8	106.5	109.1
July	110.9	112.7	108.3	112.6	113.1	103.1	115.9	112.0	109.1	117.8	111.0	110.6	106.8	109.1
August	110.9	112.4	108.4	112.6	113.6	103.2	116.2	111.1	109.0	118.7	111.2	110.4	106.4	109.1
September	111.6	112.5	109.3	112.9	114.2	103.2	116.6	111.3	108.8	119.7	111.8	110.0	105.8	109.6
October	112.1	113.5	109.2	113.2	114.8	103.3	117.1	110.9	109.6	120.5	112.6	110.0	105.9	109.6
November	112.8	114.6	108.5	113.7	115.4	103.3	117.4	111.1	110.4	122.1	113.1	110.6	106.3	112.4
December	113.1	115.0	108.1	113.9	115.6	103.4	117.6	110.8	111.1	122.2	114.3	111.1	106.5	112.8
1952: January	113.1	115.0	107.0	113.9	116.0	103.5	117.7	110.2	110.9	122.8	114.7	111.0	107.3	113.2
February	112.4	112.6	106.8	114.0	116.4	103.8	117.6	110.0	110.8	123.7	114.8	111.1	106.6	114.4
March	112.4	112.7	106.4	114.0	116.7	103.8	117.7	109.4	111.0	124.4	115.7	111.0	106.3	114.8
April	112.9	113.9	106.0	114.0	116.9	103.9	117.3	108.7	111.0	124.5	115.9	111.3	106.2	115.2
May	113.0	114.3	105.8	114.0	117.4	104.1	115.6	108.2	111.2	125.1	116.1	111.6	106.2	115.8
June	113.4	114.6	105.6	114.0	117.6	104.3	115.8	107.7	111.2	126.3	117.8	111.7	106.8	115.7
July	114.1	116.3	105.3	114.4	117.9	104.2	118.6	107.6	111.8	126.8	118.0	111.9	107.0	116.0
August	114.3	116.6	105.1	114.6	118.2	105.0	119.0	107.6	111.9	127.0	118.1	112.1	107.0	116.9
September	114.1	115.4	105.8	114.8	118.3	105.0	119.6	108.1	112.1	127.7	118.8	112.1	107.3	116.9
October	114.2	115.0	105.6	115.2	118.8	105.0	121.1	107.9	112.8	128.4	118.9	112.3	107.6	116.8
November	114.3	115.0	105.2	115.7	119.6	105.4	121.6	108.0	113.3	128.9	118.9	112.4	107.4	116.8
December	114.1	113.8	105.1	116.4	120.7	105.6	122.2	108.2	113.4	128.9	119.3	112.5	108.0	116.9
1953: January	113.9	113.1	104.6	116.4	121.1	103.9	123.3	107.7	113.4	129.3	119.4	112.4	107.8	116.9
February	113.4	111.5	104.6	116.6	121.5	106.1	123.3	108.0	113.5	129.1	119.3	112.5	107.6	116.8
March	113.6	111.7	104.7	116.8	121.7	106.5	124.4	108.0	114.0	129.3	119.5	112.4	107.7	117.5
April	113.7	111.5	104.6	117.0	122.1	106.8	123.6	107.8	114.3	129.4	120.2	112.5	107.9	117.9
May	114.0	112.1	104.7	117.1	123.0	106.6	121.8	107.6	114.7	129.4	120.7	112.8	108.0	118.0
June	114.5	113.7	104.6	117.4	123.3	106.4	121.8	108.0	115.4	129.4	121.1	112.6	107.9	118.2
July	114.7	113.8	104.4	117.8	123.8	106.4	123.7	108.1	115.7	129.7	121.5	112.6	107.4	118.3
August	115.0	114.1	104.3	118.0	125.1	106.9	123.9	107.4	115.8	130.6	121.8	112.7	107.6	118.4
September	115.2	113.8	105.3	118.4	126.0	106.9	124.6	108.1	116.0	130.7	122.6	112.9	107.8	118.5
October	115.4	113.6	105.5	118.7	126.8	107.0	125.7	108.1	116.6	130.7	122.8	113.2	108.6	119.7
November	115.0	112.0	105.5	118.9	127.3	107.3	125.9	108.3	116.9	130.1	122.3	113.4	108.9	120.2

<sup>1</sup> A major revision was incorporated in the Consumer Price Index beginning January 1953. The revised index, based on 46 cities, has been linked to the previously published "interim adjusted" indexes for 34 cities and rebased on 1947-49=100 to form a continuous series. For the convenience of users, the "All-items" indexes are also shown on the 1935-39=100 base in table D-3.

The revised Consumer Price Index measures the average change in prices of goods and services purchased by urban wage-earner and salaried-clerical worker families. Data for 46 large, medium, and small cities are combined for the United States average.

For a history and description of the index, see The Consumer Price Index, in the February 1953 Monthly Labor Review; the pamphlet, The Consumer Price Index—A Short Description of the Index as Revised, 1953; The Interim Adjustment of Consumers' Price Index, in the April 1951 Monthly Labor Review; Interim Adjustment of Consumers' Price Index, Bulletin 1039,

and the following reports: Consumers' Price Index, Report of a Special Subcommittee of the House Committee on Education and Labor (1951); and Report of the President's Committee on the Cost of Living (1945).

Mimeographed tables are available upon request showing indexes for the United States and 20 individual cities regularly surveyed by the Bureau for "All items" and 8 major components from 1947 to date. Indexes are also available from 1913 for "All items," food, apparel, and rent, for all large cities combined, and from varying dates for individual cities.

<sup>2</sup> Includes "Food away from home" (restaurant meals and other food bought and eaten away from home); prior to January 1953, prices for this category were estimated to move like prices for "Food at home" but, since that date, have been measured by prices of restaurant meals.

<sup>3</sup> Includes "Other shelter."

<sup>4</sup> Includes tobacco, alcoholic beverages, and "miscellaneous services" (such as legal services, banking fees, and burial services).

TABLE D-2: Consumer Price Index<sup>1</sup>—United States average, food and its subgroups

[1947-49=100]

Year and month	Total food <sup>2</sup>	Food at home						Year and month	Total food <sup>2</sup>	Food at home					
		Total food at home	Cereals and bakery products	Meats, poultry, and fish	Dairy products	Fruits and vegetables	Other foods <sup>3</sup>			Total food at home	Cereals and bakery products	Meats, poultry, and fish	Dairy products	Fruits and vegetables	Other foods <sup>3</sup>
1947: Avg.	95.9	95.9	94.0	93.5	96.7	97.6	100.1	1951: Oct.	113.5	113.5	114.6	119.1	107.9	103.2	118.9
1948: Avg.	104.1	104.1	103.4	106.1	106.3	100.5	102.5	Nov.	114.6	114.6	115.1	117.7	109.2	100.5	118.5
1949: Avg.	100.0	100.0	102.7	100.5	96.9	101.9	97.5	Dec.	115.0	115.0	115.2	116.3	110.7	115.8	114.5
1950: Avg.	101.2	101.2	104.5	104.9	95.9	97.6	101.2	1952: Jan.	115.0	115.0	115.3	117.1	112.0	118.3	109.1
1951: Avg.	112.6	112.6	114.0	117.2	107.0	108.7	114.6	Feb.	112.6	112.6	115.5	116.7	112.7	109.5	105.8
1952: Avg.	114.6	114.6	116.8	116.2	111.5	117.2	108.3	Mar.	112.7	112.7	115.7	115.2	112.0	113.7	104.4
1950: Jan.	97.0	97.0	102.2	94.4	95.6	100.3	95.1	Apr.	113.9	113.9	115.6	114.8	110.4	121.1	105.0
Feb.	96.5	96.5	102.3	95.6	95.3	97.6	93.5	May	114.3	114.3	117.2	114.5	109.3	124.3	104.4
Mar.	97.3	97.3	102.3	98.7	94.7	95.5	95.5	June	114.6	114.6	116.9	116.5	108.9	122.4	103.2
Apr.	97.7	97.7	102.4	99.5	93.3	97.4	95.1	July	115.3	115.3	117.6	116.4	110.2	124.0	111.8
May	98.9	98.9	102.7	103.4	92.6	90.0	93.5	Aug.	115.6	115.6	117.5	119.4	111.0	118.7	113.1
June	100.5	100.5	102.7	106.1	92.3	102.5	94.1	Sept.	115.4	115.4	117.4	119.2	112.5	111.5	113.7
July	103.1	103.1	103.8	110.1	93.8	103.6	97.7	Oct.	115.0	115.0	117.5	116.9	113.2	111.3	115.1
Aug.	103.9	103.9	106.2	112.2	95.7	94.7	105.3	Nov.	115.0	115.0	117.5	114.3	113.3	115.9	114.4
Sept.	104.0	104.0	107.0	112.4	97.0	91.1	107.7	Dec.	113.8	113.8	117.7	113.0	112.7	115.8	110.6
Oct.	104.3	104.3	107.2	109.0	99.6	92.9	110.4	1953: Jan.	113.1	112.9	117.7	110.9	111.6	116.7	109.7
Nov.	104.4	104.4	107.4	107.7	100.1	95.8	109.2	Feb.	111.5	111.1	117.6	107.7	110.7	115.9	107.3
Dec.	107.1	107.1	107.5	109.1	100.7	99.9	117.0	Mar.	111.7	111.3	117.7	107.4	110.3	115.5	109.1
1951: Jan.	109.9	109.9	112.2	113.5	105.2	104.8	111.2	Apr.	111.5	111.1	118.0	106.8	109.0	115.0	110.4
Feb.	111.9	111.9	113.2	116.3	106.1	106.8	110.3	May	112.1	111.7	118.4	109.2	107.8	115.2	110.3
Mar.	112.0	112.0	113.4	117.2	106.2	106.3	112.7	June	113.7	113.7	118.9	111.3	107.5	121.7	110.9
Apr.	111.7	111.7	113.9	117.3	106.0	105.2	112.4	July	113.5	113.5	119.1	112.0	108.2	118.2	112.3
May	112.6	112.6	113.9	117.4	105.7	108.5	113.5	Aug.	114.1	114.1	119.5	114.1	109.1	112.7	114.4
June	112.3	112.3	114.0	116.9	105.9	107.7	113.8	Sept.	113.8	113.5	120.3	113.5	109.6	106.6	116.7
July	112.7	112.7	114.3	117.6	106.5	107.0	114.8	Oct.	113.6	113.3	120.4	111.1	110.1	107.7	117.4
Aug.	112.4	112.4	114.2	118.4	106.9	102.3	115.5	Nov.	112.0	111.4	120.6	107.0	110.5	107.4	114.8
Sept.	112.5	112.5	114.6	118.6	107.2	100.4	118.4	Dec.							

<sup>1</sup> See footnote 1 to table D-1. Indexes for 18 food subgroups (1935-39=100) from 1923 to December 1952 were published in the March 1953 Monthly Labor Review and in previous issues.

<sup>2</sup> See footnote 2 to table D-1.

<sup>3</sup> Includes eggs, fats and oils, sugar and sweets, beverages (nonalcoholic) and other miscellaneous foods.

TABLE D-3: Consumer Price Index<sup>1</sup>—United States average, all items and food

Year	1947-49=100		1935-39=100	Year and month	1947-49=100		1935-39=100	Year and month	1947-49=100		1935-39=100
	All items	Total food <sup>2</sup>			All items	Total food <sup>2</sup>			All items	Total food <sup>2</sup>	
1913: Average	42.3	39.6	70.7	1942: Average	69.7	61.3	115.6	1951: July	110.9	112.7	155.5
1914: Average	42.9	40.5	71.8	1943: Average	74.0	68.3	123.7	Aug.	110.9	112.4	155.5
1915: Average	43.4	40.0	72.5	1944: Average	75.2	67.4	125.7	September	111.6	112.5	156.6
1916: Average	46.6	45.0	77.9	1945: Average	78.9	68.9	128.6	October	112.1	113.5	157.4
1917: Average	54.8	57.9	91.6	1946: Average	83.4	79.0	139.5	November	112.8	114.6	158.6
1918: Average	64.3	66.5	107.5	1947: Average	95.5	93.9	159.6	December	113.1	115.0	159.1
1919: Average	74.0	74.2	123.5	1948: Average	102.8	104.1	171.9	1952: January	113.1	115.0	159.1
1920: Average	85.7	83.6	143.3	1949: Average	101.8	100.0	170.2	February	112.4	112.6	157.9
1921: Average	76.4	63.5	127.7	1950: Average	102.8	101.2	171.9	March	112.4	112.7	158.0
1922: Average	71.6	59.4	119.7	1951: Average	111.0	112.6	185.6	April	112.9	113.9	158.7
1923: Average	72.9	61.4	121.9	1952: Average	113.5	114.6	189.8	May	113.0	114.3	159.0
1924: Average	73.1	60.8	122.2	1953: January	109.6	97.0	168.2	June	113.4	114.6	159.6
1925: Average	75.0	65.8	125.4	February	109.4	96.5	167.9	July	114.1	115.3	160.8
1926: Average	75.6	68.0	126.4	March	109.7	97.3	168.4	August	114.3	116.6	161.1
1927: Average	74.2	65.5	124.0	April	109.8	97.7	168.5	September	114.1	115.4	160.8
1928: Average	73.3	64.8	122.6	May	101.3	98.9	169.3	October	114.2	115.0	160.9
1929: Average	73.3	65.6	122.6	June	101.8	100.5	170.2	November	114.3	115.0	161.1
1930: Average	71.4	62.4	119.4	July	102.9	103.1	172.0	December	114.1	113.8	160.7
1931: Average	65.0	51.4	108.7	August	103.7	103.9	173.4	1953: January	113.9	113.1	160.4
1932: Average	58.4	42.8	97.6	September	104.4	104.0	174.6	February	113.4	111.5	159.6
1933: Average	55.3	41.6	92.4	October	105.0	104.3	175.6	March	113.6	111.7	159.9
1934: Average	57.2	46.4	95.7	November	105.5	104.4	176.4	April	113.7	111.5	160.1
1935: Average	58.7	49.7	98.1	December	106.9	107.1	178.8	May	114.0	112.1	160.6
1936: Average	59.3	50.1	99.1	1951: January	108.6	106.9	181.5	June	114.5	113.7	161.4
1937: Average	61.4	52.1	102.7	February	109.9	111.9	183.8	July	114.7	113.8	161.8
1938: Average	60.3	48.4	100.8	March	110.3	112.0	184.5	August	115.0	114.1	162.3
1939: Average	59.4	47.1	99.4	April	110.4	111.7	184.6	September	115.2	113.8	162.6
1940: Average	59.9	47.8	100.2	May	110.9	112.6	185.4	October	115.4	115.6	162.9
1941: Average	62.9	52.2	105.2	June	110.8	112.3	185.2	November	115.0	112.0	162.3

<sup>1</sup> See footnote 1 to table D-1.

<sup>2</sup> See footnote 2 to table D-1.



TABLE D-4: Consumer Price Index <sup>1</sup>—All items indexes for selected dates, by city

City	1947-49=100														1935-39=100	
	Nov. 1953	Oct. 1953	Sept. 1953	Aug. 1953	July 1953	June 1953	May 1953	Apr. 1953	Mar. 1953	Feb. 1953	Jan. 1953	Dec. 1952	Nov. 1952	June 1950	Revised series Nov. 1953	Old series June 1953
United States average <sup>2</sup>	115.0	115.4	115.2	115.0	114.7	114.5	114.0	113.7	113.6	113.4	113.9	114.1	114.3	101.8	102.3	100.9
Atlanta, Ga.	( <sup>3</sup> )	( <sup>3</sup> )	117.6	( <sup>3</sup> )	( <sup>3</sup> )	117.1	( <sup>3</sup> )	( <sup>3</sup> )	114.7	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	117.1	( <sup>3</sup> )	( <sup>3</sup> )	107.7
Baltimore, Md.	( <sup>3</sup> )	( <sup>3</sup> )	115.0	( <sup>3</sup> )	( <sup>3</sup> )	115.1	( <sup>3</sup> )	( <sup>3</sup> )	114.2	( <sup>3</sup> )	( <sup>3</sup> )	114.4	( <sup>3</sup> )	101.6	( <sup>3</sup> )	104.6
Boston, Mass.	( <sup>3</sup> )	113.8	( <sup>3</sup> )	( <sup>3</sup> )	113.1	( <sup>3</sup> )	( <sup>3</sup> )	111.7	( <sup>3</sup> )	( <sup>3</sup> )	112.1	112.4	112.7	102.8	( <sup>3</sup> )	103.6
Chicago, Ill.	116.4	117.1	116.6	116.3	115.7	115.3	114.6	114.2	113.8	113.9	114.2	114.6	115.1	102.8	105.2	105.7
Cincinnati, Ohio	( <sup>3</sup> )	( <sup>3</sup> )	115.3	( <sup>3</sup> )	( <sup>3</sup> )	114.5	( <sup>3</sup> )	( <sup>3</sup> )	112.6	( <sup>3</sup> )	( <sup>3</sup> )	112.5	112.5	101.2	( <sup>3</sup> )	105.0
Cleveland, Ohio	115.5	( <sup>3</sup> )	( <sup>3</sup> )	115.1	( <sup>3</sup> )	( <sup>3</sup> )	112.7	( <sup>3</sup> )	( <sup>3</sup> )	112.5	( <sup>3</sup> )	( <sup>3</sup> )	113.6	( <sup>3</sup> )	106.8	( <sup>3</sup> )
Detroit, Mich.	116.7	117.2	116.9	116.9	116.9	116.6	115.8	115.2	115.2	115.1	115.7	116.0	116.3	102.8	107.0	200.4
Houston, Tex.	117.3	( <sup>3</sup> )	( <sup>3</sup> )	116.8	( <sup>3</sup> )	( <sup>3</sup> )	116.8	( <sup>3</sup> )	( <sup>3</sup> )	116.1	( <sup>3</sup> )	116.7	116.0	103.8	108.6	103.4
Kansas City, Mo.	( <sup>3</sup> )	115.7	( <sup>3</sup> )	( <sup>3</sup> )	115.3	( <sup>3</sup> )	( <sup>3</sup> )	114.3	( <sup>3</sup> )	( <sup>3</sup> )	114.3	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )
Los Angeles, Calif.	116.1	116.3	116.2	115.8	115.8	115.4	115.3	115.6	115.4	114.9	115.4	115.3	115.1	101.3	104.0	188.7
Minneapolis, Minn.	( <sup>3</sup> )	116.6	( <sup>3</sup> )	( <sup>3</sup> )	115.6	( <sup>3</sup> )	( <sup>3</sup> )	115.1	( <sup>3</sup> )	( <sup>3</sup> )	114.4	114.6	( <sup>3</sup> )	102.1	( <sup>3</sup> )	( <sup>3</sup> )
New York, N. Y.	112.9	113.3	113.2	112.7	112.1	112.0	111.4	111.1	111.2	111.1	111.7	112.0	112.9	100.9	106.8	185.4
Philadelphia, Pa.	114.7	115.3	115.2	114.9	114.7	114.6	113.8	113.7	114.1	113.7	114.3	114.7	114.7	101.6	100.9	190.5
Pittsburgh, Pa.	( <sup>3</sup> )	114.7	( <sup>3</sup> )	( <sup>3</sup> )	113.8	( <sup>3</sup> )	( <sup>3</sup> )	112.8	( <sup>3</sup> )	( <sup>3</sup> )	112.6	113.4	113.5	101.1	( <sup>3</sup> )	194.6
Portland, Oreg.	( <sup>3</sup> )	116.1	( <sup>3</sup> )	( <sup>3</sup> )	115.5	( <sup>3</sup> )	( <sup>3</sup> )	115.4	( <sup>3</sup> )	( <sup>3</sup> )	114.6	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )
St. Louis, Mo.	( <sup>3</sup> )	( <sup>3</sup> )	117.1	( <sup>3</sup> )	( <sup>3</sup> )	115.8	( <sup>3</sup> )	( <sup>3</sup> )	114.7	( <sup>3</sup> )	( <sup>3</sup> )	114.9	( <sup>3</sup> )	101.1	( <sup>3</sup> )	192.9
San Francisco, Calif.	( <sup>3</sup> )	( <sup>3</sup> )	116.0	( <sup>3</sup> )	( <sup>3</sup> )	116.1	( <sup>3</sup> )	( <sup>3</sup> )	115.5	( <sup>3</sup> )	( <sup>3</sup> )	115.6	( <sup>3</sup> )	100.9	( <sup>3</sup> )	199.1
Scranton, Pa.	113.4	( <sup>3</sup> )	( <sup>3</sup> )	113.2	( <sup>3</sup> )	( <sup>3</sup> )	112.0	( <sup>3</sup> )	( <sup>3</sup> )	112.2	( <sup>3</sup> )	( <sup>3</sup> )	113.1	( <sup>3</sup> )	188.5	( <sup>3</sup> )
Seattle, Wash.	116.4	( <sup>3</sup> )	( <sup>3</sup> )	116.8	( <sup>3</sup> )	( <sup>3</sup> )	116.2	( <sup>3</sup> )	( <sup>3</sup> )	114.6	( <sup>3</sup> )	( <sup>3</sup> )	115.6	( <sup>3</sup> )	198.9	( <sup>3</sup> )
Washington, D. C.	114.3	( <sup>3</sup> )	( <sup>3</sup> )	114.2	( <sup>3</sup> )	( <sup>3</sup> )	113.8	( <sup>3</sup> )	( <sup>3</sup> )	113.0	( <sup>3</sup> )	( <sup>3</sup> )	113.8	( <sup>3</sup> )	187.7	( <sup>3</sup> )

<sup>1</sup> See footnote 1 to table D-1. Indexes are based on time-to-time changes in the cost of goods and services purchased by urban wage-earner and clerical worker families. They do not indicate whether it costs more to live in one city than in another.

<sup>2</sup> Average of 46 cities beginning January 1953. See footnote 1 to table D-1. Prior to January 1953, indexes were computed monthly for 9 of these cities and once every 3 months for the remaining 11 cities on a rotating cycle. Beginning in January 1953, indexes are computed monthly for 5 cities and once every 3 months for the 15 remaining cities on a rotating cycle.

<sup>3</sup> All "old series" indexes discontinued as of June 1953. Last "old series" indexes (1935-39=100) for the 14 cities not included in the revised index and for cities not surveyed in June are as follows:

June 1953	
Birmingham, Ala.	196.6
Jacksonville, Fla.	198.2
Memphis, Tenn.	190.8
Mobile, Ala.	185.6
Portland, Maine.	181.9

## May 1953

Cleveland, Ohio	192.8	Scranton, Pa.	185.3
Milwaukee, Wis.	196.9	Seattle, Wash.	195.4
New Orleans, La.	190.1	Washington, D. C.	185.5
Norfolk, Va.	191.3		

## April 1953

Buffalo, N. Y.	187.3	Minneapolis, Minn.	188.0
Denver, Colo.	189.1	Portland, Oreg.	198.9
Indianapolis, Ind.	192.5	Richmond, Va.	181.5
Kansas City, Mo.	181.8	Savannah, Ga.	197.7
Manchester, N. H.	184.7		

TABLE D-5: Consumer Price Index<sup>1</sup>—All items and commodity groups, except food,<sup>2</sup> by city  
(1947-49=100)

City and cycle of pricing	All items		Apparel		Personal care		Medical care		Transportation		Reading and recreation		Other goods and services	
	Nov. 1953	Nov. 1952	Nov. 1953	Nov. 1952	Nov. 1953	Nov. 1952	Nov. 1953	Nov. 1952	Nov. 1953	Nov. 1952	Nov. 1953	Nov. 1952	Nov. 1953	Nov. 1952
United States average.....	115.0	114.3	105.5	105.2	113.4	112.4	123.3	118.9	130.1	128.9	106.9	107.4	120.2	115.8
Monthly:														
Chicago, Ill.....	116.4	115.1	108.4	106.7	114.0	114.7	122.7	116.2	132.8	133.6	109.3	109.6	119.2	110.1
Detroit, Mich.....	116.7	115.3	103.4	102.4	119.9	119.1	122.0	116.8	126.2	126.0	112.8	111.4	125.2	120.8
Los Angeles, Calif.....	118.1	115.1	104.0	105.2	117.9	118.0	121.1	118.5	137.5	125.0	105.0	102.1	114.2	111.7
New York, N. Y.....	112.0	112.9	105.9	106.0	107.7	105.9	123.4	121.7	133.5	127.8	109.2	105.6	121.0	116.6
Philadelphia, Pa.....	114.7	114.7	106.9	105.1	116.8	116.2	120.4	119.6	135.4	132.7	110.8	109.4	122.9	120.5
Feb., May, Aug., and Nov.:														
Cleveland, Ohio.....	115.5	113.6	103.0	105.6	114.5	114.9	127.6	119.4	124.0	122.6	119.5	108.8	120.0	114.7
Houston, Texas.....	117.3	116.0	108.1	107.7	120.1	119.2	119.2	112.8	126.9	127.3	114.9	107.5	119.4	117.2
Scranton, Pa.....	113.4	113.1	106.8	106.4	112.7	111.9	119.5	111.9	130.4	130.2	125.4	118.7	115.5	114.1
Seattle, Wash.....	116.4	115.6	107.3	107.0	111.1	111.7	126.5	123.7	132.6	129.6	115.2	108.1	127.2	124.0
Washington, D. C.....	114.3	113.8	103.8	102.5	111.6	111.8	117.9	116.4	128.4	127.4	111.4	111.2	127.2	123.0
Oct. 1953	Oct. 1952	Oct. 1953	Oct. 1952	Oct. 1953	Oct. 1952	Oct. 1953	Oct. 1952	Oct. 1953	Oct. 1952	Oct. 1953	Oct. 1952	Oct. 1953	Oct. 1952	Oct. 1952
Jan., Apr., July, and Oct.:														
Boston, Mass.....	113.8	113.4	103.6	103.3	112.3	110.5	124.3	122.5	136.7	133.4	110.1	106.4	117.7	115.4
Kansas City, Mo.....	115.7	115.2	105.3	106.5	115.9	115.3	119.6	115.6	130.6	130.2	116.9	109.7	116.2	114.0
Minneapolis, Minn.....	116.6	( <sup>3</sup> )	106.6	( <sup>3</sup> )	117.1	( <sup>3</sup> )	137.9	( <sup>3</sup> )	121.3	( <sup>3</sup> )	116.8	( <sup>3</sup> )	124.7	( <sup>3</sup> )
Pittsburgh, Pa.....	114.7	113.4	104.5	104.2	112.7	105.9	120.8	115.4	140.8	138.2	97.1	106.4	119.6	116.9
Portland, Ore.....	116.1	115.0	106.8	106.2	111.7	112.0	121.0	117.4	126.5	125.7	117.0	116.3	119.8	114.4
Sept. 1953	Sept. 1952	Sept. 1953	Sept. 1952	Sept. 1953	Sept. 1952	Sept. 1953	Sept. 1952	Sept. 1953	Sept. 1952	Sept. 1953	Sept. 1952	Sept. 1953	Sept. 1952	Sept. 1952
Mar., June, Sept., and Dec.:														
Atlanta, Ga. <sup>4</sup> .....	117.6	( <sup>3</sup> )	111.1	( <sup>3</sup> )	115.0	( <sup>3</sup> )	117.2	( <sup>3</sup> )	129.1	( <sup>3</sup> )	111.2	( <sup>3</sup> )	117.6	( <sup>3</sup> )
Baltimore, Md.....	115.0	115.0	103.5	102.9	108.1	106.1	132.6	125.2	140.1	138.2	113.0	116.7	119.0	116.8
Cincinnati, Ohio.....	115.3	113.2	104.9	106.0	109.7	108.7	123.0	117.6	131.6	127.7	99.7	101.5	116.2	112.0
St. Louis, Mo.....	117.1	115.5	106.0	105.5	110.0	109.5	133.0	130.1	137.0	134.1	99.8	100.3	116.7	114.2
San Francisco, Calif.....	116.9	114.5	105.1	105.4	112.9	113.0	122.6	119.2	143.6	140.3	104.7	102.1	115.3	111.9
Housing														
	Total housing		Rent		Gas and electricity		Solid fuels and fuel oil		House-furnishings		Household operation			
	Nov. 1953	Nov. 1952	Nov. 1953	Nov. 1952	Nov. 1953	Nov. 1952	Nov. 1953	Nov. 1952	Nov. 1953	Nov. 1952	Nov. 1953	Nov. 1952	Nov. 1953	Nov. 1952
United States average.....	118.9	115.7	127.3	119.5	107.3	108.4	125.9	121.6	108.3	108.0	116.0	113.3	113.3	113.3
Monthly:														
Chicago, Ill.....	124.2	116.6	( <sup>3</sup> )	( <sup>3</sup> )	99.9	100.0	123.9	121.2	110.2	108.3	120.7	117.3	117.3	117.3
Detroit, Mich.....	121.1	115.0	( <sup>3</sup> )	( <sup>3</sup> )	110.1	103.4	119.2	117.2	111.0	110.4	106.9	107.8	107.8	107.8
Los Angeles, Calif.....	124.7	121.6	137.3	132.7	109.5	106.7	( <sup>3</sup> )	( <sup>3</sup> )	110.3	110.7	108.1	106.6	106.6	106.6
New York, N. Y.....	115.5	112.3	( <sup>3</sup> )	( <sup>3</sup> )	108.9	107.7	131.8	126.4	107.7	108.9	119.2	117.5	117.5	117.5
Philadelphia, Pa.....	113.3	112.2	( <sup>3</sup> )	112.0	102.3	101.8	124.3	123.1	110.2	110.4	113.1	110.1	110.1	110.1
Feb., May, Aug., and Nov.:														
Cleveland, Ohio.....	110.4	114.1	( <sup>3</sup> )	121.1	106.8	102.7	123.8	119.9	105.6	105.2	110.8	103.7	103.7	103.7
Houston, Tex.....	124.1	121.6	( <sup>3</sup> )	135.8	106.5	105.6	( <sup>3</sup> )	( <sup>3</sup> )	103.8	104.3	128.9	118.5	118.5	118.5
Scranton, Pa.....	116.3	114.1	121.9	117.7	112.2	111.9	136.9	133.5	103.3	103.0	107.8	102.6	102.6	102.6
Seattle, Wash.....	118.9	117.2	( <sup>3</sup> )	126.4	99.0	98.2	127.0	113.3	107.9	109.1	111.5	106.8	106.8	106.8
Washington, D. C.....	118.3	116.0	122.7	118.2	118.1	114.9	134.0	128.0	110.3	109.7	114.4	112.9	112.9	112.9
Oct. 1953	Oct. 1952	Oct. 1953	Oct. 1952	Oct. 1953	Oct. 1952	Oct. 1953	Oct. 1952	Oct. 1953	Oct. 1952	Oct. 1953	Oct. 1952	Oct. 1953	Oct. 1952	Oct. 1952
Jan., Apr., July, and Oct.:														
Boston, Mass.....	117.7	113.9	( <sup>3</sup> )	( <sup>3</sup> )	105.8	105.9	125.7	122.4	106.8	106.3	109.8	107.8	107.8	107.8
Kansas City, Mo.....	118.5	115.5	131.5	120.9	104.0	101.7	113.2	111.5	108.0	106.8	121.1	118.1	118.1	118.1
Minneapolis, Minn.....	119.3	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	110.0	( <sup>3</sup> )	114.8	( <sup>3</sup> )	107.8	( <sup>3</sup> )	117.4	( <sup>3</sup> )	117.4	( <sup>3</sup> )
Pittsburgh, Pa.....	116.2	112.5	121.3	114.4	114.5	108.0	121.8	120.3	106.7	106.4	118.4	111.7	111.7	111.7
Portland, Ore.....	119.8	116.5	( <sup>3</sup> )	125.2	105.2	105.0	127.3	110.3	111.3	108.8	111.9	108.7	108.7	108.7
Sept. 1953	Sept. 1952	Sept. 1953	Sept. 1952	Sept. 1953	Sept. 1952	Sept. 1953	Sept. 1952	Sept. 1953	Sept. 1952	Sept. 1953	Sept. 1952	Sept. 1953	Sept. 1952	Sept. 1952
Mar., June, Sept., and Dec.:														
Atlanta, Ga. <sup>4</sup> .....	124.0	( <sup>3</sup> )	129.1	( <sup>3</sup> )	108.8	( <sup>3</sup> )	115.9	( <sup>3</sup> )	113.8	( <sup>3</sup> )	127.7	( <sup>3</sup> )	107.1	107.1
Baltimore, Md.....	113.6	112.7	121.7	118.9	97.4	97.1	124.5	123.7	103.2	103.2	109.2	107.1	107.1	107.1
Cincinnati, Ohio.....	116.5	111.0	( <sup>3</sup> )	112.4	113.2	108.0	125.2	119.7	103.9	103.3	121.4	112.0	112.0	112.0
St. Louis, Mo.....	118.6	113.5	( <sup>3</sup> )	115.4	99.4	95.8	120.7	122.3	109.4	109.0	117.2	113.8	113.8	113.8
San Francisco, Calif.....	118.3	114.1	( <sup>3</sup> )	118.8	130.1	119.7	( <sup>3</sup> )	( <sup>3</sup> )	109.7	107.1	109.0	107.9	107.9	107.9

<sup>1</sup> See footnote 1 to table D-1.<sup>2</sup> See tables D-2, D-3, D-6, and D-7, for food.<sup>3</sup> Not available.<sup>4</sup> Atlanta formerly priced Feb., May, Aug., and Nov.

TABLE D-6: Consumer Price Index<sup>1</sup>—Food and its subgroups, by city

[1947-49=100]

City	Total food <sup>2</sup>			Food at home								
				Total food at home			Cereals and bakery products			Meats, poultry, and fish		
	Nov. 1953	Oct. 1953	Nov. 1952	Nov. 1953	Oct. 1953	Nov. 1952	Nov. 1953	Oct. 1953	Nov. 1952	Nov. 1953	Oct. 1953	Nov. 1952
United States average <sup>3</sup> .....	112.0	113.6	115.0	111.4	113.3	115.0	120.6	120.4	117.5	107.0	111.1	114.3
Atlanta, Ga.....	112.1	114.6	114.3	111.6	114.6	114.3	115.0	115.5	115.0	112.8	117.9	114.8
Baltimore, Md.....	113.1	114.0	114.5	112.4	113.4	114.5	120.7	116.6	118.3	109.7	113.0	114.6
Boston, Mass.....	110.0	111.6	113.8	108.7	110.5	113.8	119.1	118.9	118.0	103.9	109.3	110.9
Chicago, Ill.....	110.4	112.8	115.2	109.6	112.3	115.2	117.2	116.7	115.1	101.4	106.3	110.7
Cincinnati, Ohio.....	114.6	116.4	115.2	114.3	116.4	115.2	130.0	119.4	117.0	110.5	114.8	114.2
Cleveland, Ohio.....	110.5	111.5	114.1	109.7	111.4	114.1	116.9	116.9	113.0	103.7	107.1	113.8
Detroit, Mich.....	114.4	116.1	117.8	113.6	115.2	117.8	118.0	118.2	115.6	107.6	110.6	113.4
Houston, Tex.....	111.9	112.4	113.7	111.0	112.3	113.7	115.0	115.0	114.0	106.4	110.9	111.9
Kansas City, Mo.....	110.2	111.1	113.5	109.9	110.9	113.5	120.3	120.2	117.7	104.3	107.3	112.7
Los Angeles, Calif.....	112.7	113.8	114.3	111.3	112.8	114.3	122.2	122.3	117.1	107.6	111.4	117.0
Minneapolis, Minn.....	111.9	113.4	115.4	111.3	113.2	115.4	122.4	122.3	119.1	99.9	103.9	111.8
New York, N. Y.....	110.7	112.2	115.8	110.4	112.0	115.8	125.0	125.2	120.9	107.8	110.9	118.0
Philadelphia, Pa.....	114.1	115.8	117.2	113.4	115.4	117.2	121.2	120.9	118.6	108.5	113.1	115.6
Pittsburgh, Pa.....	113.5	115.0	116.4	113.2	114.9	115.4	119.4	119.3	115.8	104.2	108.6	110.8
Portland, Ore.....	111.5	113.6	115.1	111.0	113.5	115.1	116.9	117.7	112.9	109.5	114.2	121.2
St. Louis, Mo.....	114.5	115.5	116.2	113.7	114.9	116.2	115.3	114.9	111.8	106.8	111.5	113.2
San Francisco, Calif.....	112.8	114.4	113.5	112.4	114.3	113.5	127.1	127.3	122.4	106.9	110.8	117.1
Scranton, Pa.....	111.6	113.3	114.3	111.3	113.0	114.3	119.0	118.4	116.1	106.0	111.0	113.8
Seattle, Wash.....	110.8	112.0	114.3	110.5	111.8	114.3	122.1	122.3	118.0	105.6	109.5	114.0
Washington, D. C.....	110.6	111.9	113.4	109.8	111.5	113.4	115.3	115.0	112.6	104.9	108.2	111.5

City	Food at home—Continued								
	Dairy products			Fruits and vegetables			Other foods at home <sup>4</sup>		
	Nov. 1953	Oct. 1953	Nov. 1952	Nov. 1953	Oct. 1953	Nov. 1952	Nov. 1953	Oct. 1953	Nov. 1952
United States average <sup>3</sup> .....	110.5	110.1	113.3	107.4	107.7	115.9	114.8	117.4	114.3
Atlanta, Ga.....	110.7	110.2	115.7	110.4	114.9	120.3	108.1	111.2	108.1
Baltimore, Md.....	111.9	111.9	111.9	108.2	108.2	116.2	113.0	115.1	112.1
Boston, Mass.....	111.6	111.3	115.2	103.4	100.8	116.6	107.2	110.1	109.2
Chicago, Ill.....	110.3	110.5	116.9	106.4	107.8	116.8	120.9	125.1	121.0
Cincinnati, Ohio.....	112.4	112.0	113.4	110.9	110.8	113.3	120.6	124.4	119.0
Cleveland, Ohio.....	108.3	108.0	113.3	104.6	104.7	113.0	117.6	120.2	115.3
Detroit, Mich.....	109.7	109.6	114.6	115.5	114.1	127.4	115.0	119.0	115.1
Houston, Tex.....	110.7	110.4	116.3	109.7	108.7	114.8	114.2	114.6	111.9
Kansas City, Mo.....	108.5	108.3	115.2	107.7	105.4	111.3	111.7	114.2	111.4
Los Angeles, Calif.....	108.6	108.6	113.1	105.5	103.5	109.0	114.6	117.7	112.0
Minneapolis, Minn.....	107.0	106.6	112.9	116.7	115.6	119.2	121.0	125.1	118.5
New York, N. Y.....	109.4	108.1	107.7	101.5	103.6	117.5	114.0	116.1	114.2
Philadelphia, Pa.....	114.2	114.0	116.3	110.6	111.3	119.9	114.0	116.3	115.0
Pittsburgh, Pa.....	112.4	112.3	114.1	111.1	110.7	117.4	124.2	126.3	121.6
Portland, Ore.....	109.1	109.4	111.1	104.2	104.5	111.8	115.3	119.4	113.6
St. Louis, Mo.....	109.4	106.2	116.0	117.6	115.9	119.3	122.5	125.0	120.9
San Francisco, Calif.....	110.2	110.0	112.9	112.1	111.4	104.8	112.5	115.7	112.9
Scranton, Pa.....	112.8	112.6	111.8	105.1	103.6	115.0	113.9	116.5	112.9
Seattle, Wash.....	106.9	106.9	112.6	109.2	106.6	114.1	112.2	114.6	112.5
Washington, D. C.....	114.3	114.4	113.8	104.2	105.4	116.4	111.7	113.7	112.0

<sup>1</sup> See footnote 1 to table D-1. Indexes for 56 cities for total food (1935-39=100 or June 1940=100) were published in the March 1953 Monthly Labor Review and in previous issues. See table D-7 for U. S. average prices for 46 cities combined.

<sup>2</sup> See footnote 2 to table D-1.

<sup>3</sup> Average of 46 cities beginning January 1953. See footnote 1 to table D-1.

<sup>4</sup> See footnote 3 to table D-2.

TABLE D-7: Average retail prices of selected foods

Commodity	Nov. 1953	Oct. 1953	Jan. 1953	Commodity	Nov. 1953	Oct. 1953	Jan. 1953
<b>Cereals and bakery products:</b>	<i>Cents</i>	<i>Cents</i>	<i>Cents</i>	<b>All fruits and vegetables—Continued</b>	<i>Cents</i>	<i>Cents</i>	<i>Cents</i>
Flour, wheat.....5 pounds..	52.5	52.1	52.3	<b>Fresh fruits and vegetables—Continued</b>			
Corn flakes.....12 ounces..	21.8	21.8	21.7	Oranges, size 200.....dozen..	48.1	50.4	13.3
Cornmeal.....do.....	12.4	12.6	12.6	Grapefruit.....each.....			10.3
Rice.....do.....	19.6	19.9	18.8	Grapes.....pound.....			
Rolls oat.....30 ounces..	18.4	18.4	18.3	Strawberries.....pint.....			
Biscuit mix.....do.....	27.7	27.9	28.2	Watermelons.....pound.....			
Bread, white.....pound..	16.8	16.8	16.2	Beans, green.....do.....	21.7	21.0	32.4
Vanilla cookies.....7 ounces..	23.4	23.4	23.5	Cabbage.....do.....	6.6	7.0	7.6
Soda crackers.....pound..	27.2	27.2	25.7	Carrots.....do.....	14.2	14.0	12.3
<b>Meats, poultry, and fish:</b>				Lettuce.....head.....	15.3	17.8	18.3
<b>Beef and veal:</b>				Onions.....pound.....	6.2	6.1	11.0
Round steak.....do.....	80.9	93.4	103.0	Potatoes.....15 pounds..	68.5	69.3	104.3
Rib roast.....do.....	69.8	70.6	80.0	Sweetpotatoes.....pound..	12.0	11.8	17.5
Chuck roast.....do.....	52.5	53.5	63.6	Celery.....do.....	13.6	13.8	14.4
Hamburger.....do.....	41.6	42.7	53.8	Tomatoes.....do.....	23.2	19.6	31.6
Veal cutlets.....do.....	108.5	110.6	120.6	<b>Canned fruits and vegetables:</b>			
<b>Pork:</b>				Peaches.....No. 2 1/4 can..	33.1	33.4	34.0
Pork chops.....do.....	79.3	83.8	72.5	Pineapple.....do.....	38.7	38.7	38.4
Bacon.....do.....	77.8	87.8	63.2	Orange juice.....46-ounce can..	35.6	35.8	31.2
Ham, whole.....do.....	65.7	67.8	65.1	Fruit cocktail.....No. 2 1/4 can..	40.7	40.6	40.3
Lamb, leg.....do.....	70.3	69.6	72.3	Corn.....No. 303 can..	18.9	19.0	19.2
<b>Other meats:</b>				Tomatoes.....No. 2 can..	17.3	17.4	18.5
Frankfurters.....do.....	56.0	56.8	59.8	Peas.....No. 303 can..	21.3	21.2	21.5
Luncheon meat, canned.....12 ounces..	50.0	50.6	48.6	Baby foods.....4 1/2-5 ounces..	9.8	9.8	9.8
<b>Poultry:</b>				<b>Dried fruits and vegetables:</b>			
Frying chickens:				Prunes.....pound.....	29.2	29.3	25.4
Dressed.....pound..	45.8	46.8	49.9	Navy beans.....do.....	17.1	17.5	16.5
Ready-to-cook.....do.....	58.3	59.3	62.6	<b>Other foods at home:</b>			
<b>Fish:</b>				<b>Partially prepared foods:</b>			
Ocean perch, fillet, frozen.....do.....	43.2	43.4	44.5	Beans with pork.....16-ounce can..	14.3	14.4	14.3
Haddock, fillet, frozen.....do.....	49.3	49.3	50.9	Vegetable soup.....11-ounce can..	14.3	14.3	14.3
Salmon, pink, canned.....16-ounce can..	51.9	52.1	53.3	Oherkins, sweet.....7 1/4 ounces..	30.0	30.0	29.3
Tuna fish, canned.....7-ounce can..	38.4	38.4	37.9	Catsup.....14 ounces..	22.3	22.3	22.8
<b>Dairy products:</b>				<b>Beverages, nonalcoholic:</b>			
Butter.....pound..	70.9	78.9	80.3	Coffee.....pound.....	91.4	91.6	86.4
Cheese.....do.....	59.3	59.7	60.5	Tea.....1/4 pound.....	32.6	32.5	32.3
Milk, fresh (delivered).....quart..	23.8	23.7	23.8	Cola drink.....carton of 6, 6 ounces..	30.7	30.7	29.3
Milk, fresh (grocery).....do.....	22.7	22.6	22.8	<b>Fats and oils:</b>			
Ice cream.....pint.....	29.9	30.0	30.4	Lard.....pound.....	25.1	25.7	16.1
Milk, evaporated.....14 1/2-ounce can..	14.3	14.3	15.0	Shortening, hydrogenated.....do.....	34.1	34.0	32.8
<b>All fruits and vegetables:</b>				Salad dressing.....pint.....	34.9	34.6	34.2
Frozen fruits and vegetables:				Margarine, colored.....pound..	29.8	29.0	29.9
Strawberries.....12 ounces..	37.4	37.4	38.5	Peanut butter.....do.....	49.1	49.0	49.0
Orange juice concentrate.....6 ounces..	21.7	21.7	18.5	<b>Sugar and sweets:</b>			
Peas, frozen.....12 ounces..	23.2	23.2	23.4	Sugar.....5 pounds..	53.0	53.2	52.9
Beans, green.....10 ounces..	24.2	24.2	24.3	Corn syrup.....24 ounces..	23.5	23.5	23.5
<b>Fresh fruits and vegetables:</b>				Grape jelly.....12 ounces..	24.6	24.6	23.9
Apples.....pound..	13.6	13.1	14.2	Chocolate bar.....1-ounce bar..	4.5	4.5	4.5
Bananas.....do.....	17.0	16.9	16.2	Eggs, Grade A, large.....dozen..	73.0	79.5	66.9
Peaches.....do.....				<b>Miscellaneous foods:</b>			
Lemons.....do.....	19.5	19.8		Gelatin, flavored.....2-5 ounces..	8.6	8.5	8.6

1 38 cities.

2 41 cities.

3 12 cities.

4 34 cities.

5 42 cities.

6 36 cities.

7 45 cities.

8 40 cities.

9 44 cities beginning July 1953, 43 cities December 1952 through June 1953.

\*Priced only in season.

NOTE.—The United States average retail food prices appearing in table D-7 are based on prices collected monthly in 46 cities for use in the calculation of the food component of the revised Consumer Price Index. Average retail food prices for each of 20 large cities are published monthly and are available upon request. Prices for the 26 medium-sized and small cities are not published on an individual city basis.



TABLE D-8: Indexes of wholesale prices, by group and subgroup of commodities<sup>1</sup>

[1947-49=100]

Commodity group	Nov. 1963	Oct. 1963	Sept. 1963	Aug. 1963	July 1963	June 1963	May 1963	Apr. 1963	Mar. 1963	Feb. 1963	Jan. 1963	Dec. 1962	Nov. 1962	June 1960
All commodities.....	109.8	110.2	111.0	110.6	110.9	109.5	109.8	109.4	110.0	109.6	109.9	109.6	110.7	100.2
Farm products.....	93.6	*95.3	98.1	96.4	97.9	95.4	97.8	97.3	99.8	97.9	99.6	99.2	103.6	94.5
Fresh and dried produce.....	94.2	*94.2	98.0	98.0	94.7	109.9	105.4	106.9	105.8	102.2	107.3	112.3	113.2	89.8
Grains.....	87.9	87.9	88.3	86.5	85.4	84.2	93.4	93.8	94.7	90.1	94.6	96.1	98.5	80.6
Livestock and poultry.....	78.4	82.0	90.6	88.1	85.9	86.8	91.7	87.5	91.7	91.2	92.7	86.5	83.0	90.9
Plant and animal fibers.....	103.5	103.2	103.6	103.9	103.0	104.0	104.3	103.4	104.6	102.7	100.9	101.9	107.1	107.3
Fluid milk.....	101.7	*100.7	99.0	97.6	96.4	93.1	98.6	96.7	100.5	103.0	103.8	106.9	113.1	81.6
Eggs.....	111.6	126.3	122.5	113.8	106.2	106.5	98.7	102.5	100.6	99.1	93.9	99.6	117.6	70.6
Hay and seeds.....	88.0	84.3	81.1	83.1	85.5	89.8	93.7	95.3	97.5	94.9	97.2	98.3	98.5	87.6
Other farm products.....	145.9	146.2	149.3	144.3	140.7	134.7	135.4	137.1	142.5	134.5	133.3	134.7	132.5	122.4
Processed foods.....	103.8	104.7	106.6	104.5	103.2	104.2	103.2	104.1	105.2	105.5	104.3	107.7	106.8	98.8
Cereal and bakery products.....	112.6	112.0	110.8	108.4	108.5	107.9	109.0	109.2	108.9	107.6	108.8	106.8	107.1	96.5
Meats, poultry, fish.....	86.2	*88.9	97.4	93.6	97.0	91.6	93.8	89.2	91.2	96.2	90.3	93.9	102.0	102.4
Dairy products and ice cream.....	113.9	112.7	111.3	110.7	110.0	107.7	107.9	108.6	109.7	110.9	111.9	113.0	115.8	90.0
Canned, frozen, fruits and vegetables.....	104.9	*104.9	104.7	104.7	105.0	103.7	104.0	104.4	105.1	105.5	105.4	105.0	108.0	98.0
Sugar and confectionery.....	108.7	110.2	110.1	110.5	109.8	109.8	109.6	109.7	109.6	108.0	108.0	108.2	109.9	94.7
Packaged beverage materials.....	171.0	169.8	169.8	169.8	169.8	164.6	164.6	168.1	168.9	161.9	161.9	161.9	161.9	139.0
Animal fats and oils.....	85.6	*94.0	106.8	82.2	72.4	60.9	64.2	60.4	60.2	53.8	52.1	51.0	57.0	63.9
Crude vegetable oils.....	71.2	70.1	65.7	62.9	63.1	68.4	70.5	75.4	75.6	70.4	70.4	71.1	66.8	67.9
Refined vegetable oils.....	75.5	73.3	68.8	70.9	78.0	79.8	79.8	79.8	79.8	69.9	77.0	69.3	67.0	67.0
Vegetable oil and products.....	84.0	80.3	80.5	82.4	84.0	84.6	86.5	85.0	84.3	83.3	83.5	81.7	81.1	79.2
Other processed foods.....	110.2	117.1	116.8	116.7	117.3	120.2	121.5	120.5	120.9	114.4	112.8	116.9	122.1	106.6
All commodities other than farm and foods.....	114.5	*114.6	114.7	114.9	114.8	113.9	113.6	113.2	113.4	113.1	113.1	112.9	112.8	102.2
Textile products and apparel.....	90.2	96.5	96.9	97.5	97.5	97.4	97.6	97.4	97.5	98.5	98.8	98.2	98.6	93.3
Cotton products.....	91.6	92.4	93.7	94.1	94.1	93.4	93.2	92.9	93.1	96.1	97.9	97.7	98.4	94.3
Wool products.....	111.5	111.6	111.2	111.8	111.7	111.6	112.0	111.3	111.9	111.5	113.0	112.6	112.6	105.3
Synthetic textiles.....	85.2	85.9	86.7	86.7	87.5	87.5	88.0	87.9	88.3	88.1	87.8	88.0	89.0	91.3
Silk products.....	136.5	135.8	134.7	134.7	134.7	134.7	133.0	131.6	141.4	141.4	141.4	139.7	139.3	88.8
Apparel.....	98.6	*98.7	98.5	99.3	99.3	99.4	99.9	99.9	99.9	99.9	100.0	98.3	98.3	92.7
Other textile products.....	83.5	82.7	82.9	86.5	85.3	85.5	83.8	82.5	82.8	83.5	83.1	84.4	86.9	96.3
Hides, skins, and leather products.....	97.2	*97.1	99.7	99.0	101.0	101.0	97.9	98.1	98.0	97.3	97.3	97.3	97.6	99.1
Hides and skins.....	64.3	64.4	74.2	74.6	73.4	76.3	74.8	66.4	64.6	66.5	62.1	70.6	69.2	94.3
Leather.....	90.7	90.4	94.5	95.0	96.1	96.0	97.3	92.7	93.5	91.9	92.0	92.9	90.1	96.2
Footwear.....	111.8	111.7	111.8	111.8	111.7	111.7	111.5	111.5	112.1	112.1	112.0	112.0	111.0	102.7
Other leather products.....	90.1	*90.1	90.1	90.5	90.7	100.3	100.0	99.3	99.0	99.0	99.2	100.3	99.6	95.2
Fuel, power, and lighting materials.....	111.0	*111.2	110.9	111.0	111.1	108.3	107.1	107.4	108.4	108.1	107.8	107.2	106.7	102.4
Coal.....	112.5	112.5	112.3	111.7	111.8	111.2	110.8	111.2	114.4	115.9	116.3	116.1	113.6	104.8
Coke.....	132.5	132.5	131.8	131.8	131.8	131.8	131.8	131.8	131.8	131.8	131.8	129.0	134.3	115.6
Gas.....	106.6	*106.6	106.0	105.7	106.1	106.2	106.2	106.2	106.2	106.2	106.2	104.9	104.9	94.8
Electricity.....	98.5	*98.5	98.0	99.1	98.5	98.5	97.4	98.0	100.7	100.7	99.6	98.5	98.0	161.8
Petroleum and products.....	116.3	116.6	116.5	116.5	116.3	111.1	109.4	109.3	109.0	107.9	107.9	107.9	108.1	103.1
Chemicals and allied products.....	107.2	106.7	106.7	106.3	106.2	105.6	105.5	105.5	104.2	103.6	103.6	103.3	103.5	92.1
Industrial chemicals.....	119.2	119.5	120.0	120.2	120.2	119.2	118.0	117.0	113.9	113.1	112.8	112.3	112.7	96.3
Paint and paint materials.....	108.2	*107.9	107.3	106.3	106.1	106.1	106.1	106.0	106.0	106.0	106.2	106.1	106.3	94.6
Drugs, pharmaceuticals, cosmetics.....	93.5	93.5	93.5	93.5	93.6	93.1	93.1	93.0	91.6	91.4	91.5	91.9	91.9	91.3
Fats and oils, inedible.....	58.0	*53.3	51.1	46.9	46.7	46.6	49.9	55.9	59.0	52.7	53.5	52.8	53.1	48.8
Mixed fertilizer.....	111.6	111.7	112.0	111.2	110.6	110.7	110.7	110.7	110.7	110.7	111.2	111.1	110.9	161.2
Fertilizer materials.....	112.9	112.9	113.0	113.8	113.8	110.6	112.9	113.2	112.8	112.7	112.9	113.0	111.1	98.5
Other chemicals and products.....	104.9	103.4	103.3	102.9	102.8	102.6	103.0	103.1	102.9	102.9	103.1	103.1	102.9	91.1
Rubber and products.....	124.3	124.2	124.0	123.5	124.6	123.0	123.4	124.8	125.7	126.2	127.3	127.7	126.4	100.8
Crude rubber.....	112.0	111.3	120.1	120.0	121.1	122.7	124.2	122.3	126.6	129.4	135.5	137.3	130.3	129.0
Fire casings and tubes.....	130.1	130.1	126.4	125.1	126.4	126.3	126.3	126.3	126.3	126.3	126.3	126.3	126.3	106.1
Other rubber products.....	123.2	123.2	123.0	123.2	124.1	124.5	124.7	124.2	124.3	124.3	124.3	124.3	124.3	103.6
Lumber and wood products.....	117.5	*118.1	119.2	120.4	121.1	121.5	121.8	122.2	121.7	121.1	120.5	119.7	119.7	112.4
Lumber.....	116.3	*117.2	118.3	119.3	120.2	120.7	121.0	121.6	120.9	120.3	120.1	119.8	120.0	113.8
Millwork.....	131.2	131.2	131.4	131.7	131.6	132.0	132.0	132.0	131.9	131.9	129.3	128.3	127.5	110.9
Plywood.....	105.6	104.7	106.8	112.4	112.7	112.4	112.4	112.0	112.0	110.9	108.5	102.3	102.3	101.7
Pulp, paper, and allied products.....	117.3	117.5	116.9	116.2	115.8	115.8	115.4	115.3	115.1	115.3	115.8	115.9	115.5	95.9
Woodpulp.....	109.7	109.7	108.8	108.8	108.8	108.8	108.8	108.8	108.8	108.8	108.8	108.8	108.8	90.6
Wastepaper.....	90.8	112.9	100.6	98.5	85.0	85.0	88.3	83.8	83.8	87.0	80.3	85.7	79.0	79.0
Paper.....	126.8	*126.6	126.5	125.9	125.1	124.7	124.9	124.9	124.9	124.9	124.9	124.9	124.9	103.3
Paperboard.....	126.1	126.2	126.0	125.6	125.7	123.2	123.1	123.1	123.4	123.5	124.2	124.4	124.8	97.2
Converted paper and paperboard.....	113.4	113.2	112.3	112.1	112.1	112.4	111.4	111.1	111.1	111.5	112.3	112.3	112.3	95.2
Building paper and board.....	123.0	123.0	123.0	123.0	123.0	123.0	123.0	118.2	118.2	118.2	118.2	118.2	118.2	106.3
Metals and metal products.....	127.9	*127.9	128.5	129.4	129.3	129.9	125.7	125.0	125.5	124.6	124.0	124.0	123.9	108.8
Iron and steel.....	133.6	133.4	134.6	136.2	135.7	130.9	128.9	127.7	127.7	127.5	127.0	127.0	127.0	113.1
Nonferrous metals.....	122.3	122.1	122.8	124.5	126.4	127.6	126.6	128.2	131.5	124.4	122.5	122.3	122.5	101.8
Metal containers.....	128.7	*128.7	128.6	128.6	128.6	126.6	126.6	126.6	125.3	125.3	125.3	125.4	125.1	100.0
Hardware.....	137.2	*137.2	136.9	135.6	134.7	134.5	133.2	127.9	126.2	125.9	125.9	125.9	125.9	111.1
Plumbing equipment.....	118.2	*118.2	118.7	118.7	118.4	113.5	113.8	113.8	114.3	114.3	113.8	113.8	113.8	103.2
Heating equipment.....	115.8	115.8	115.8	115.6	115.1	114.6	114.4	113.8	113.9	113.9	113.8	113.6	113.6	102.0
Structural metal products.....	117.5	117.7	117.9	117.8	117.5	114.4	113.6	113.6	113.6	113.9	113.9	113.9	114.1	100.1
Nonstructural metal products.....	127.2	*127.2	127.0	126.3	125.4	124.1	124.0	123.8	122.2	126.7	126.5	126.5	125.9	113.2

See footnotes at end of table.

TABLE D-8: Indexes of wholesale prices, by group and subgroup of commodities<sup>1</sup>—Continued

[1947-49=100]

Commodity group	Nov. 1953	Oct. 1953	Sept. 1953	Aug. 1953	July 1953	June 1953	May 1953	Apr. 1953	Mar. 1953	Feb. 1953	Jan. 1953	Dec. 1952	Nov. 1952	June 1950
Machinery and motive products.....	124.2	124.1	124.0	123.7	123.4	122.9	122.4	122.0	121.8	121.6	121.5	121.4	121.4	106.3
Agricultural machinery and equipment.....	122.5	122.4	122.3	122.3	122.7	122.6	122.4	122.3	122.2	121.8	121.5	121.4	121.7	108.3
Construction machinery and equipment.....	131.0	131.0	130.9	130.5	130.8	129.4	129.1	128.6	127.1	126.2	126.2	126.3	126.2	108.1
Metalworking machinery.....	132.8	132.7	132.6	131.9	131.8	131.3	130.1	129.8	129.1	129.0	129.0	129.0	128.9	108.8
General purpose machinery and equipment.....	128.5	128.2	127.9	126.9	125.8	124.9	123.8	123.6	122.1	122.0	121.9	121.9	121.8	107.0
Miscellaneous machinery.....	124.4	124.1	124.2	123.9	123.3	122.4	122.0	120.6	120.3	120.1	119.7	119.6	119.6	105.0
Electrical machinery and equipment.....	126.5	126.5	126.2	125.6	124.8	124.2	123.6	121.3	119.9	119.7	119.6	119.6	119.5	102.1
Motor vehicles.....	118.5	118.5	118.6	118.6	118.6	118.6	118.6	118.9	119.0	119.9	119.8	119.7	119.7	106.7
Furniture and other household durables.....	114.9	114.8	114.9	114.8	114.7	114.3	114.1	113.9	113.1	112.9	112.7	112.8	112.1	103.1
Household furniture.....	114.2	114.2	114.2	113.8	113.8	114.1	114.0	113.8	113.6	113.4	113.2	113.0	112.8	101.8
Commercial furniture.....	126.2	125.8	125.8	125.8	125.8	125.7	124.3	123.2	123.2	123.2	123.0	123.2	123.2	104.2
Floor covering.....	125.0	125.2	125.2	125.3	125.2	124.8	125.0	124.2	124.1	124.1	124.1	122.7	122.4	109.1
Household appliances.....	109.0	109.0	109.1	108.9	108.8	108.1	108.1	108.0	107.9	107.4	107.4	107.5	107.2	103.1
Radios.....	94.3	94.8	94.8	95.0	95.0	95.4	94.9	94.9	95.5	95.5	95.0	95.0	(P)	(P)
Television sets.....	74.2	74.2	74.2	74.6	74.3	73.0	74.9	74.9	75.6	74.8	74.8	74.9	(P)	(P)
Other household durable goods.....	127.6	126.8	126.9	126.9	126.7	125.8	125.4	125.4	121.8	121.7	121.2	119.6	119.6	104.8
Nonmetallic minerals—structural.....	120.8	120.7	120.7	119.6	119.4	118.1	117.2	116.9	115.1	114.6	114.0	114.6	114.5	105.4
Flat glass.....	124.7	124.7	124.7	124.7	124.7	122.9	116.4	116.4	116.4	114.4	114.4	114.4	114.4	105.6
Concrete ingredients.....	119.4	119.4	119.3	118.6	118.4	118.2	117.9	117.6	113.8	113.1	113.1	113.1	112.9	104.8
Concrete products.....	117.4	117.4	117.4	116.1	115.6	115.5	115.5	114.2	112.8	112.8	112.8	112.7	112.7	105.7
Structural clay products.....	132.1	132.0	132.0	131.4	131.1	125.1	124.7	124.6	124.3	124.0	124.0	124.0	124.0	110.8
Gypsum products.....	122.1	122.1	122.1	122.1	122.1	122.1	122.1	122.1	118.3	117.7	117.7	117.7	117.7	102.3
Prepared asphalt roofing.....	109.9	109.9	109.8	105.8	105.8	106.2	106.0	106.0	106.0	106.0	106.0	106.0	106.0	98.9
Other nonmetallic minerals.....	118.9	118.0	117.8	117.8	117.3	116.4	115.3	115.3	115.3	115.3	115.3	115.3	115.1	105.7
Tobacco manufactures and bottled beverages <sup>2</sup> .....	118.1	118.1	116.2	115.6	115.6	114.9	114.8	114.8	114.8	111.9	111.9	110.8	110.8	101.4
Cigarettes <sup>3</sup> .....	124.0	124.0	124.0	124.0	124.0	124.0	124.0	124.0	124.0	124.0	124.0	124.0	124.0	102.8
Cigars <sup>3</sup> .....	103.5	103.5	103.5	103.5	103.5	102.9	102.9	102.9	102.9	102.9	102.9	102.4	102.4	100.6
Other tobacco products <sup>3</sup> .....	120.7	120.7	120.7	120.7	120.7	121.5	121.5	122.4	120.3	120.3	118.4	118.4	118.4	103.3
Alcoholic beverages <sup>4</sup> .....	114.9	114.9	111.2	110.0	110.0	110.0	110.0	110.0	110.0	110.1	110.7	111.2	111.2	106.9
Nonalcoholic beverages.....	125.1	125.1	125.1	125.1	125.1	120.6	119.9	119.8	119.8	119.8	119.7	119.7	119.7	100.8
Miscellaneous.....	93.2	94.4	94.7	96.4	95.3	95.8	99.7	98.5	101.7	101.2	103.0	105.1	105.7	96.9
Toys, sporting goods, small arms.....	114.0	114.1	114.0	114.0	114.1	114.0	114.3	113.7	112.9	112.8	112.8	113.1	113.2	104.8
Manufactured animal feeds.....	78.7	81.0	81.6	85.0	82.7	83.7	91.1	88.7	95.0	94.4	97.9	102.1	103.3	93.7
Notions and accessories.....	93.5	93.5	93.5	93.5	93.5	93.2	93.2	93.2	94.3	92.9	92.9	92.9	91.1	88.7
Jewelry, watches, photo equipment.....	101.9	101.9	102.0	101.8	101.8	101.8	101.9	101.8	101.8	101.0	101.0	101.0	101.0	96.6
Other miscellaneous.....	119.5	119.5	119.5	119.6	119.8	119.9	120.3	121.1	121.0	121.2	120.8	120.8	120.8	105.4

<sup>1</sup> The revised wholesale price index (1947-49=100) is the official index for January 1952 and subsequent months. The official index for December 1951 and previous dates is the former index (1926=100). The revised index has been computed back to January 1947 for purposes of comparison and analysis. Prices are collected from manufacturers and other producers. In some cases they are secured from trade publications or from other Government agencies which collect price quotations in the course of their regular work. For a more detailed description of the index, see A Description of the Revised Wholesale Price Index, Monthly Labor Review, February 1952 (p. 180), or reprint Serial No. R. 2057.

<sup>2</sup> Preliminary.

<sup>3</sup> Not available.

<sup>4</sup> Figures shown in this series are the official indexes. Beginning with January 1953 the method of calculating excise taxes and discounts was changed and official indexes for earlier dates are not strictly comparable with these. For analytical purposes indexes prior to 1953 have been recalculated for comparability and are available on request.

<sup>5</sup> Revised.

TABLE D-9: Special wholesale price indexes<sup>1</sup>

[1947-49=100]

Commodity group	1953												1952	1950
	Nov. <sup>2</sup>	Oct.	Sept.	Aug.	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	June
All foods.....	103.6	*105.1	106.8	104.8	104.9	103.8	104.1	103.4	104.0	104.1	103.0	104.5	108.6	93.0
All fish.....	106.1	111.3	104.9	107.8	102.5	100.9	106.5	98.9	102.8	108.0	110.5	104.6	113.2	92.4
Special metals and metal products.....	125.7	125.7	126.2	126.8	126.8	125.0	124.1	123.6	124.2	123.8	123.0	122.0	122.9	108.3
Metalworking machinery.....	139.7	139.6	139.7	139.1	138.8	138.7	138.2	137.6	136.6	136.5	136.4	136.3	136.3	109.8
Machinery and equipment.....	127.4	127.2	127.1	126.5	126.0	125.3	124.4	123.7	122.8	122.5	122.4	122.4	122.3	106.1
Total tractors.....	124.1	124.1	124.1	123.7	124.3	123.8	123.8	123.6	122.8	121.7	121.7	121.6	121.5	107.5
Steel mill products.....	142.6	142.5	142.6	142.7	142.7	137.1	134.4	131.1	131.1	130.9	131.1	130.9	130.9	114.9
Building materials.....	119.8	*120.0	120.4	120.8	121.3	120.5	120.2	119.9	119.2	118.7	118.5	118.3	118.4	107.5
Soaps.....	89.8	86.5	86.2	85.8	85.8	85.5	87.1	87.2	86.7	86.6	87.1	87.2	86.8	80.9
Synthetic detergents.....	91.0	91.0	91.0	91.0	90.8	90.8	90.8	90.8	91.8	91.8	91.8	91.8	91.8	82.9
Refined petroleum products.....	115.5	115.8	115.6	115.6	116.1	109.1	108.2	108.6	108.6	107.2	107.7	107.7	108.0	102.1
East coast petroleum.....	114.1	113.5	113.8	113.8	113.8	107.3	107.8	109.3	108.5	108.8	111.6	111.5	111.8	98.1
Mid-continent petroleum.....	110.2	110.1	109.6	109.6	109.7	100.0	90.6	90.6	90.6	90.7	101.0	101.0	101.0	101.8
Gulf coast petroleum.....	121.3	122.8	122.8	122.8	124.1	116.8	116.8	115.2	114.6	114.6	115.0	115.0	115.0	100.7
Pacific coast petroleum.....	118.8	118.8	118.8	118.8	118.8	118.8	118.8	118.8	118.8	108.7	104.2	104.2	104.2	94.1
Pulp, paper and products, excl. bldg. paper.....	117.1	117.4	116.7	116.1	115.6	115.6	115.2	115.2	115.0	115.2	115.7	115.8	115.4	95.6

<sup>1</sup> See footnote 1, table D-8.

<sup>2</sup> Preliminary.

<sup>3</sup> Revised.

## E: Work Stoppages

TABLE E-1: Work stoppages resulting from labor-management disputes <sup>1</sup>

Month and year	Number of stoppages		Workers involved in stoppages		Man-days idle during month or year	
	Beginning in month or year	In effect during month	Beginning in month or year	In effect during month	Number	Percent of estimated working time
1935-39 (average).....	2,862		1,130,000		16,900,000	6.27
1947-49 (average).....	3,573		2,380,000		39,700,000	.46
1945.....	4,750		3,470,000		38,000,000	.47
1946.....	4,985		4,600,000		116,000,000	1.43
1947.....	3,693		2,170,000		34,600,000	.41
1948.....	3,419		1,903,000		34,100,000	.37
1949.....	3,806		3,030,000		20,500,000	.59
1950.....	4,843		2,410,000		35,800,000	.44
1951.....	4,737		2,220,000		22,900,000	.23
1952 <sup>2</sup> .....	5,117		3,540,000		59,100,000	.57
1952: November.....	269	535	98,800	215,000	1,860,000	.30
December.....	179	369	33,000	82,300	854,000	.09
1953: January <sup>3</sup> .....	350	500	200,000	250,000	1,290,000	.15
February <sup>3</sup> .....	350	550	120,000	200,000	1,000,000	.12
March <sup>3</sup> .....	450	650	180,000	230,000	1,100,000	.12
April <sup>3</sup> .....	500	700	275,000	350,000	2,500,000	.27
May <sup>3</sup> .....	523	750	270,000	370,000	3,000,000	.34
June <sup>3</sup> .....	590	725	250,000	400,000	3,750,000	.40
July <sup>3</sup> .....	475	700	250,000	410,000	3,000,000	.30
August <sup>3</sup> .....	450	675	230,000	400,000	2,800,000	.31
September <sup>3</sup> .....	375	600	110,000	210,000	1,550,000	.17
October <sup>3</sup> .....	350	550	190,000	250,000	1,450,000	.15
November <sup>3</sup> .....	250	450	100,000	185,000	1,500,000	.18

<sup>1</sup> All known work stoppages, arising out of labor-management disputes, involving six or more workers and continuing as long as a full day or shift are included in reports of the Bureau of Labor Statistics. Figures on "workers involved" and "man-days idle" cover all workers made idle for one or more shifts in establishments directly involved in a stoppage. They do not

measure the indirect or secondary effects on other establishments or industries whose employees are made idle as a result of material or service shortages.

<sup>2</sup> Preliminary.

<sup>3</sup> Does not include memorial stoppage in coal mining industry.

## F: Building and Construction

TABLE F-1: Expenditures for new construction <sup>1</sup>

(Value of work put in place)

Type of construction	Expenditures (in millions)												1952	1953	1952
	1953														
	Dec. <sup>3</sup>	Nov. <sup>3</sup>	Oct. <sup>3</sup>	Sept. <sup>3</sup>	Aug. <sup>3</sup>	July <sup>3</sup>	June <sup>3</sup>	May <sup>3</sup>	Apr. <sup>3</sup>	Mar. <sup>3</sup>	Feb. <sup>3</sup>	Jan. <sup>3</sup>	Dec.	Total <sup>2</sup>	Total
Total new construction <sup>1</sup> .....	\$2,661	\$2,988	\$3,211	\$3,295	\$3,317	\$3,282	\$3,209	\$2,947	\$2,758	\$2,527	\$2,287	\$2,361	\$2,550	\$34,843	\$32,638
Private construction.....	1,908	2,052	2,129	2,177	2,202	2,194	2,160	1,991	1,872	1,729	1,574	1,627	1,795	23,615	21,812
Residential building (nonfarm).....	952	1,024	1,066	1,088	1,113	1,126	1,123	1,012	964	863	788	816	942	11,905	11,100
New dwelling units.....	850	905	940	960	980	990	990	885	850	770	675	735	850	10,530	9,870
Additions and alterations.....	78	94	101	103	110	112	110	105	94	74	64	63	74	1,108	1,045
Nonhousekeeping <sup>4</sup> .....	24	25	25	25	23	24	22	22	20	19	19	18	18	267	185
Nonresidential building (nonfarm) <sup>5</sup> .....	505	523	511	507	493	490	477	449	427	435	433	431	433	5,676	5,014
Industrial.....	176	177	177	177	174	176	184	190	192	198	204	201	193	2,226	2,320
Commercial.....	182	192	179	176	169	166	152	128	114	114	111	108	112	1,791	1,137
Warehouses, office, and loft buildings.....	79	79	75	71	66	60	56	52	50	49	50	50	50	737	515
Stores, restaurants, and garages.....	103	113	104	105	103	106	96	76	64	65	61	58	62	1,054	622
Other nonresidential building.....	147	154	185	184	150	148	141	131	121	118	118	122	128	1,659	1,557
Religious.....	45	46	46	45	43	41	38	35	33	33	34	35	37	474	399
Educational.....	39	41	41	40	38	36	34	32	31	30	31	32	33	425	351
Social and recreational.....	17	17	16	15	15	14	14	13	11	10	10	11	11	163	125
Hospital and institutional <sup>6</sup> .....	26	26	26	27	27	27	26	26	26	26	26	27	28	316	304
Miscellaneous.....	20	24	26	27	27	30	29	25	20	19	17	17	19	281	288
Farm construction.....	88	100	119	144	158	155	148	138	120	108	100	97	97	1,475	1,610
Public utilities.....	354	396	423	428	427	410	399	380	352	320	275	275	314	4,439	4,003
Railroad.....	44	45	49	44	44	43	41	40	40	34	27	29	43	480	438
Telephone and telegraph.....	47	50	55	54	54	53	52	52	48	48	43	44	45	600	570
Other public utilities.....	263	301	319	330	329	314	306	288	264	238	205	202	226	3,359	2,966
All other private <sup>7</sup> .....	9	9	10	10	11	13	13	12	9	8	8	8	9	120	85
Public construction.....	753	936	1,082	1,118	1,115	1,088	1,049	956	886	798	713	734	755	11,228	10,826
Residential building <sup>8</sup> .....	39	42	46	46	44	46	50	50	49	47	48	47	49	554	654
Nonresidential building (other than military or naval facilities).....	336	355	372	376	371	373	380	371	370	359	323	331	342	4,317	4,119
Industrial.....	123	131	142	148	152	155	165	159	159	159	151	134	142	1,758	1,667
Educational.....	155	158	160	155	150	147	142	140	139	133	131	132	134	1,742	1,619
Hospital and institutional.....	21	24	24	25	26	28	32	33	34	33	33	34	36	347	473
Other nonresidential.....	37	42	46	48	43	43	41	39	38	34	28	31	30	470	390
Military and naval facilities <sup>9</sup> .....	92	101	105	116	119	119	120	115	113	111	106	106	111	1,323	1,388
Highways.....	145	280	390	400	405	375	330	290	200	140	110	115	112	3,150	2,860
Sewer and water.....	63	67	69	73	71	67	63	61	60	57	54	56	56	761	692
Miscellaneous public service enterprises <sup>10</sup> .....	13	18	21	23	19	19	17	15	14	13	11	13	13	196	193
Conservation and development.....	56	63	68	72	75	79	80	75	72	65	56	61	67	822	854
All other public <sup>11</sup> .....	9	10	11	12	11	10	9	9	8	6	5	5	5	105	66

<sup>1</sup> Joint estimates of the Bureau of Labor Statistics, U. S. Department of Labor, and the Building Materials Division, U. S. Department of Commerce. Estimated construction expenditures represent the monetary value of the volume of work accomplished during the given period of time. These figures should be differentiated from permit valuation data reported in the tabulations for building authorized (tables F-3 and F-4) and the data on value of contract awards reported in table F-2.

<sup>2</sup> Preliminary.

<sup>3</sup> Revised.

<sup>4</sup> Includes major additions and alterations.

<sup>5</sup> Includes hotels, dormitories, and tourist courts and cabins.

<sup>6</sup> Expenditures by privately owned public utilities for nonresidential building are included under "Public utilities."

<sup>7</sup> Includes Federal contributions toward construction of private nonprofit hospital facilities under the National Hospital Program.

<sup>8</sup> Covers privately owned sewer and water facilities, roads and bridges, and miscellaneous nonbuilding items such as parks and playgrounds.

<sup>9</sup> Includes nonhousekeeping public residential construction as well as housekeeping units.

<sup>10</sup> Covers all construction, building as well as nonbuilding (except for production facilities, which are included in public industrial building).

<sup>11</sup> Covers primarily publicly owned airports, electric light and power systems, and local transit facilities.

<sup>12</sup> Covers public construction not elsewhere classified such as parks, playgrounds, and memorials.



TABLE F-2: Value of contracts awarded and force-account work started on federally financed new construction, by type of construction<sup>1</sup>

Type of construction	Value (in thousands)														
	1953 <sup>2</sup>										1952 <sup>3</sup>		1951 <sup>4</sup>		
											1951 <sup>4</sup>				
	Oct. <sup>5</sup>	Sept. <sup>6</sup>	Aug.	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec. <sup>7</sup>	Nov.	Total	Total	
Total new construction <sup>8</sup>	\$279,509	\$161,432	\$208,352	\$170,228	\$352,395	\$261,092	\$355,132	\$235,706	\$198,606	\$237,344	\$945,851	\$337,705	\$294,344	\$4,730,311	\$4,230,552
Airfields <sup>9</sup>	634	8,190	11,191	12,651	10,274	4,778	21,246	16,637	4,401	9,877	12,661	17,442	13,740	140,901	278,630
Building	144,421	43,371	62,697	41,624	132,074	112,102	217,155	76,083	129,168	181,984	194,654	223,273	143,316	2,896,961	2,183,981
Residential	(6)	394	30	(6)	3,412	630	3,025	580	4,807	2,224	1,171	797	2,353	23,296	8,966
Nonresidential	144,421	42,977	62,667	41,624	128,662	111,482	214,130	75,503	124,361	180,760	193,483	222,476	140,933	2,873,665	2,175,015
Educational <sup>11</sup>	6,631	10,356	18,380	16,557	18,429	20,150	18,794	18,238	14,340	11,651	15,679	14,771	13,046	130,949	60,570
Hospital and institutional	2,753	8,512	6,283	10,088	18,490	23,790	6,097	10,119	7,949	18,756	9,516	15,788	19,499	211,877	305,787
Administrative and general <sup>12</sup>	14,432	1,959	2,135	1,719	4,506	4,462	4,220	1,978	1,785	4,931	3,538	3,122	3,245	43,195	57,146
Other nonresidential building	120,605	22,150	35,899	13,260	87,237	63,080	185,019	45,168	100,287	115,422	104,750	188,795	105,143	2,187,644	1,751,482
Airfield buildings <sup>13</sup>	199	3,900	2,630	1,110	17,659	10,364	12,032	2,360	8,301	8,397	12,319	7,754	11,456	80,571	91,911
Industrial <sup>14</sup>	112,647	8,815	21,280	6,315	36,004	33,549	147,136	16,673	85,091	74,557	111,660	139,666	46,896	1,305,481	897,055
Troop housing <sup>15</sup>	1,176	823	3,077	2,378	9,483	4,567	6,739	15,049	1,612	13,862	14,530	17,736	7,522	285,022	225,909
Warehouses	2,758	3,406	160	880	8,382	5,262	4,962	2,977	1,110	8,667	8,167	15,441	20,102	276,455	75,824
Miscellaneous <sup>16</sup>	3,825	5,206	8,722	2,877	15,709	8,818	14,150	8,109	4,173	9,839	17,554	8,198	19,165	239,435	490,783
Conservation and development	15,174	9,770	14,663	11,564	31,396	14,179	10,665	40,302	4,379	21,444	18,852	20,999	31,634	287,498	398,841
Reclamation	1,716	1,844	11,086	4,060	4,540	9,419	3,083	5,577	444	10,461	5,724	3,456	6,902	92,916	86,928
River, harbor, and flood control	13,458	7,926	3,577	7,504	26,856	4,760	7,582	34,725	3,935	10,963	13,128	17,513	24,732	194,582	306,913
Highways	66,366	97,543	105,629	94,738	122,202	110,664	92,771	90,692	47,092	42,101	56,795	48,714	77,715	1,005,808	830,946
Electrification	47,237	557	10,695	5,293	40,069	11,815	2,981	4,743	8,709	3,304	346,455	10,935	2,633	515,962	305,193
All other <sup>17</sup>	5,677	2,031	3,477	4,358	16,378	7,559	10,314	7,339	4,857	7,634	16,434	16,372	25,306	183,091	214,991

<sup>1</sup> Excludes classified military projects, but includes projects for the Atomic Energy Commission. Data for Federal-aid programs cover amounts contributed by both owner and the Federal Government. Force-account work is done not through a contractor, but directly by a Government agency, using a separate work force to perform nonmaintenance construction on the agency's own properties.

<sup>2</sup> Beginning with data for January 1953, awards of less than \$25,000 in value are excluded; over the past 2 years the total value of such awards has represented less than 1% of the total.

<sup>3</sup> Preliminary.

<sup>4</sup> Includes major additions and alterations.

<sup>5</sup> Excludes hangars and other buildings, which are included under "Other nonresidential" building construction.

<sup>6</sup> Less than \$25,000.

<sup>7</sup> Includes projects under the Federal School Construction Program, which provides aid for areas affected by Federal Government activities.

<sup>8</sup> Includes armories, offices, and customhouses.

<sup>9</sup> Includes all buildings on civilian airports and military airfields and air bases with the exception of barracks and other troop housing, which are included under "Troop housing."

<sup>10</sup> Covers all industrial plants under Federal Government ownership, including those which are privately operated.

<sup>11</sup> Includes types of buildings not elsewhere classified.

<sup>12</sup> Includes sewer and water projects, railroad construction, and other types of projects not elsewhere classified.

<sup>13</sup> December 1952 volume is high principally because of contracts let for expansion of TVA facilities to provide power for the Atomic Energy Commission and the Tennessee Valley Authority.

TABLE F-8: Urban building authorized, by principal class of construction and by type of building<sup>1</sup>

Period	Valuation (in thousands)										Number of new dwelling units—House-keeping only					
	Total all classes <sup>1</sup>	New residential building							Non-house-keeping <sup>3</sup>	New non-residential building	Additions, alterations, and repairs	Privately financed				Publicly financed
		Housekeeping				Publicly financed dwelling units	Total	1-family				3-family <sup>4</sup>	Multi-family <sup>4</sup>			
		Privately financed dwelling units														
		Total	1-family	3-family <sup>4</sup>	Multi-family <sup>4</sup>											
1942.....	\$2,707,573	\$508,370	\$478,658	\$42,629	\$77,283	\$296,933	\$22,910	\$1,510,688	\$278,472	184,892	138,908	15,747	30,237	95,946		
1946.....	4,743,414	2,114,833	1,830,260	103,042	181,831	355,587	43,369	1,458,067	771,023	430,193	338,151	24,326	47,718	98,310		
1947.....	5,563,348	2,885,374	2,361,752	151,039	372,586	42,949	20,831	1,713,489	862,404	502,312	393,606	33,423	75,283	8,833		
1948.....	6,972,784	3,422,927	2,745,219	181,490	495,215	139,334	38,094	2,367,940	1,004,549	516,179	392,532	36,969	87,341	15,114		
1949.....	7,308,144	3,724,924	2,845,399	132,365	747,160	285,627	39,785	2,410,315	937,493	575,286	413,545	26,431	135,312	32,194		
1950.....	10,480,350	5,819,390	4,850,703	178,985	798,612	327,533	84,504	3,156,478	1,092,458	708,499	624,377	33,310	140,812	38,953		
1951.....	8,918,108	4,380,137	3,817,697	171,343	391,907	587,476	37,875	2,815,669	1,067,011	634,608	435,219	29,895	89,491	66,640		
1953.....	8,926,672	4,647,014	4,050,438	213,700	382,789	400,375	81,713	2,637,087	1,130,834	663,211	457,389	37,454	98,368	53,636		
1952: January.....	827,773	267,099	230,354	16,287	20,426	28,684	1,432	189,148	71,441	34,426	27,002	2,892	3,632	3,419		
February.....	811,083	345,392	300,587	17,276	27,190	26,089	1,932	190,858	77,417	43,257	35,003	3,019	5,215	3,047		
March.....	783,787	408,551	383,504	18,907	35,341	80,987	4,570	197,739	91,869	50,026	40,204	3,471	6,351	10,094		
April.....	838,403	465,793	409,964	20,428	34,404	75,668	3,257	219,581	94,074	50,325	45,964	3,569	6,735	9,235		
May.....	829,940	443,619	388,013	20,737	34,789	62,037	6,720	211,040	106,595	53,382	43,672	3,530	6,130	6,736		
June.....	887,561	411,228	368,060	17,489	23,678	63,596	3,695	291,571	117,822	48,900	41,107	3,080	4,722	7,008		
July.....	807,019	430,336	369,082	17,301	33,983	22,554	2,398	252,128	109,607	60,636	41,842	2,938	5,856	2,483		
August.....	781,678	401,450	347,548	19,001	34,894	12,119	5,781	232,974	99,354	48,766	35,110	3,299	5,969	1,663		
September.....	800,128	438,618	384,202	20,719	33,697	15,947	7,347	233,566	104,746	52,628	42,767	3,888	6,173	1,701		
October.....	822,292	450,178	388,307	17,479	44,459	18,680	4,243	246,654	108,539	52,785	42,655	3,058	7,078	1,624		
November.....	644,786	319,189	276,724	14,498	27,987	21,822	7,481	217,087	79,237	33,314	30,854	2,821	4,939	2,478		
December.....	602,222	278,596	233,848	13,770	27,981	38,172	3,370	214,990	75,064	33,905	26,369	2,485	5,111	4,141		
1953: January.....	590,397	378,931	333,070	13,399	32,492	32,280	5,183	195,643	78,390	34,914	26,833	2,347	5,734	3,973		
February.....	665,229	331,971	281,720	16,345	33,906	33,111	3,101	213,028	84,068	39,983	31,047	2,815	6,091	3,599		
March.....	941,807	483,342	417,601	19,861	44,790	80,679	6,863	268,016	103,478	56,066	44,647	3,342	8,075	9,268		
April.....	1,015,598	501,327	438,390	20,964	42,903	26,005	7,077	362,123	119,037	67,225	46,074	3,524	7,627	3,918		
May.....	910,269	454,676	395,166	20,095	39,713	23,160	6,233	311,049	114,859	62,730	42,477	3,294	6,968	2,457		
June.....	886,089	447,820	385,891	16,970	44,959	19,976	4,577	288,053	125,563	61,721	41,351	2,635	7,735	2,282		
July.....	884,063	410,770	352,921	17,967	39,882	5,210	11,135	332,523	124,425	66,697	37,015	2,906	6,776	571		
August.....	802,374	392,541	338,693	14,682	39,196	9,730	13,109	278,386	108,609	44,528	35,686	2,246	6,596	1,046		
September.....	801,062	378,975	323,110	14,700	41,075	28,001	15,425	260,908	117,753	42,899	33,625	2,369	6,875	3,249		
October.....	780,047	385,594	332,276	19,003	34,315	2,066	5,986	278,133	108,269	43,032	34,507	2,702	5,823	238		

<sup>1</sup> Building for which building permits were issued and Federal contracts awarded in all urban places, including an estimate of building undertaken in some smaller urban places that do not issue permits.

The data cover federally and nonfederally financed building construction combined. Estimates of non-Federal (private and State and local government) urban building construction are based primarily on building-permit reports received from places containing about 85 percent of the urban population of the country; estimates of federally financed projects are compiled from notifications of construction contracts awarded, which are obtained from other Federal agencies. Data from building permits are not adjusted to allow for lapsed permits or for lag between permit issuance and the start of construction. Thus, the estimates do not represent construction actually started during the month.

Urban is defined according to the 1940 Census, and includes all incorporated places of 2,500 inhabitants or more in 1940 and a small number of places, usually minor civil divisions, classified as urban under special rule.

Sums of components do not always equal totals exactly because of rounding.

<sup>2</sup> Covers additions, alterations, and repairs, as well as new residential and nonresidential building.

<sup>3</sup> Includes units in 1-family and 2-family structures with stores.

<sup>4</sup> Includes units in multifamily structures with stores.

<sup>5</sup> Covers hotels, dormitories, tourist cabins, and other nonhousekeeping residential buildings.

<sup>6</sup> Revised.

<sup>7</sup> Preliminary.

TABLE F-4: New nonresidential building authorized in all urban places,<sup>1</sup> by general type and by geographic division<sup>2</sup>

Geographic division and type of new nonresidential building	Valuation (in thousands)															
	1953															
	Oct. <sup>3</sup>	Sept. <sup>4</sup>	Aug.	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Total	Total	
All types	\$278,133	\$260,908	\$278,386	\$332,523	\$288,053	\$311,049	\$362,125	\$299,016	\$213,028	\$193,643	\$214,990	\$217,067	\$246,654	\$2,637,037	\$2,815,669	
New England	18,912	15,378	11,952	16,233	17,486	21,825	22,532	14,538	4,958	12,953	7,398	14,312	20,554	165,928	197,068	
Middle Atlantic	42,840	40,252	44,733	40,125	45,485	47,709	50,012	40,731	20,334	31,679	30,852	32,323	30,510	440,629	423,143	
East North Central	67,670	56,482	74,963	102,273	68,768	78,925	92,818	49,537	57,025	38,806	46,413	50,315	55,290	597,568	744,183	
West North Central	23,677	26,308	25,548	30,470	18,584	32,934	25,074	18,546	18,280	11,544	18,391	10,736	25,003	215,776	205,433	
South Atlantic	36,375	27,360	40,810	44,496	35,810	36,831	52,478	22,261	35,063	30,272	26,219	21,967	21,322	276,783	306,997	
East South Central	10,940	10,870	10,086	8,558	10,164	6,575	11,631	10,891	9,180	7,246	7,737	9,879	11,913	120,165	117,328	
West South Central	24,642	28,570	22,425	28,101	41,131	28,552	30,545	28,222	22,049	26,945	25,035	17,547	22,861	274,142	281,568	
Mountain	8,510	15,421	9,961	17,762	10,749	11,062	17,952	12,836	8,978	9,802	9,958	6,904	12,950	101,669	103,845	
Pacific	44,568	40,261	39,908	44,503	38,877	49,038	59,452	66,154	28,170	36,596	44,568	35,106	46,162	444,429	435,853	
Industrial buildings <sup>1</sup>	34,217	21,027	41,198	39,523	37,982	46,828	48,173	32,067	23,252	19,088	20,302	30,342	22,773	351,520	513,007	
New England	1,066	1,704	1,291	1,982	2,553	2,237	1,904	2,559	1,284	1,109	2,612	1,925	1,514	28,007	31,918	
Middle Atlantic	9,962	5,556	4,729	6,213	7,335	7,133	6,010	6,983	3,725	3,086	4,121	6,085	4,522	50,949	97,144	
East North Central	9,718	6,307	21,156	18,399	12,380	20,762	10,228	7,787	5,051	4,458	9,460	11,612	5,950	111,839	205,815	
West North Central	3,536	3,090	2,147	3,055	1,225	1,246	2,316	2,369	1,629	1,712	1,732	1,582	3,954	24,305	25,308	
South Atlantic	2,255	1,357	2,341	2,199	3,774	3,689	12,340	1,752	1,577	2,780	4,076	1,142	1,936	25,237	24,181	
East South Central	2,408	441	1,359	662	707	447	3,771	924	577	1,532	1,06	1,588	399	16,084	28,284	
West South Central	610	2,033	2,258	801	1,026	1,713	1,987	856	361	797	647	640	812	17,192	18,328	
Mountain	484	271	356	625	209	492	608	709	4,478	489	338	1,208	361	5,983	6,103	
Pacific	4,177	5,269	5,562	5,587	8,774	9,107	8,964	8,178	4,572	3,108	3,280	4,214	3,151	61,834	75,029	
Commercial buildings <sup>2</sup>	95,279	94,446	91,247	112,910	96,137	101,017	124,887	84,822	62,400	64,602	65,181	63,673	84,291	686,346	739,912	
New England	3,122	4,935	3,649	3,487	2,832	4,420	7,481	5,180	1,374	5,101	1,647	2,219	2,557	28,766	36,506	
Middle Atlantic	14,510	17,476	13,096	16,290	16,237	21,708	17,659	14,338	9,739	7,149	9,219	12,632	12,519	121,120	111,793	
East North Central	17,434	22,023	20,176	26,805	16,182	17,706	15,344	14,945	12,915	11,078	16,949	9,555	25,865	144,107	185,538	
West North Central	11,056	7,928	8,056	6,699	6,806	10,296	12,813	5,278	4,193	2,400	4,490	4,292	6,048	56,056	43,308	
South Atlantic	14,889	8,977	21,162	22,294	12,903	14,516	11,463	9,166	11,234	10,470	7,474	6,615	9,246	87,085	99,315	
East South Central	1,907	3,514	3,063	3,656	3,405	2,782	2,951	2,885	2,017	3,388	1,951	1,606	2,547	20,018	36,535	
West South Central	9,520	9,386	8,715	12,671	20,558	10,736	13,493	13,347	9,261	11,829	9,786	6,437	8,038	91,774	93,132	
Mountain	2,574	8,080	3,149	4,995	3,307	4,204	10,471	3,186	2,031	4,697	1,235	2,132	6,441	30,392	26,161	
Pacific	20,366	12,126	13,162	15,934	13,906	14,759	13,201	16,499	8,006	8,778	10,325	8,326	11,029	101,032	137,730	
Community buildings <sup>3</sup>	105,320	100,331	100,476	139,250	102,894	119,215	123,702	114,991	80,144	71,925	83,806	105,549	84,771	1,101,141	1,148,807	
New England	10,644	7,172	4,541	8,911	6,549	8,581	9,252	4,987	1,861	1,236	2,145	8,001	6,750	78,221	106,079	
Middle Atlantic	15,432	13,247	23,349	9,949	12,800	14,607	19,598	16,169	14,506	9,840	13,951	20,392	10,455	193,155	187,869	
East North Central	23,664	17,844	20,252	46,284	26,956	25,579	27,351	19,144	14,396	18,737	13,746	18,161	10,734	227,139	263,047	
West North Central	5,164	11,921	9,697	18,026	7,138	17,728	6,626	10,319	9,515	6,189	9,416	3,247	12,210	108,712	106,000	
South Atlantic	16,576	13,758	8,913	15,814	13,360	15,572	24,588	7,181	15,302	9,082	9,315	11,386	7,975	115,572	142,408	
East South Central	3,845	5,621	4,406	1,469	4,500	2,258	3,575	4,977	5,886	1,451	3,918	8,743	8,421	57,008	43,328	
West South Central	11,010	10,331	11,011	8,758	15,499	12,920	14,414	10,292	9,063	11,406	9,069	8,694	8,428	117,264	124,356	
Mountain	4,028	3,371	4,877	9,246	5,385	3,800	4,718	7,515	8,221	8,053	2,255	2,541	3,356	34,827	32,160	
Pacific	14,956	17,067	13,432	17,792	10,518	17,871	13,605	34,997	9,290	10,935	15,053	17,483	11,812	174,345	141,299	
Public buildings <sup>4</sup>	8,172	4,824	7,087	4,384	13,705	13,824	18,476	6,003	22,739	10,637	17,720	8,514	25,037	152,537	100,398	
New England	1,510	0	711	20	1,294	916	149	67	606	70	463	6,421	13,951	4,354	4,354	
Middle Atlantic	110	125	285	381	615	1,085	609	51	250	40	546	731	165	19,434	16,242	
East North Central	4,155	448	731	666	1,269	5,467	5,743	1,133	17,488	678	1,638	2,222	1,188	15,656	25,332	
West North Central	577	1,050	285	467	606	332	1,502	51	423	243	682	0	644	4,246	2,463	
South Atlantic	482	354	1,227	611	4,114	1,197	287	180	1,812	1,027	1,926	1,212	814	16,547	18,147	
East South Central	0	44	55	0	175	419	639	480	105	125	0	368	89	10,841	14,308	
West South Central	454	642	212	14	176	380	2,638	339	450	1,119	349	2,163	749	2,163	15,899	
Mountain	83	906	96	806	6	320	419	0	307	289	281	184	451	14,480	4,101	
Pacific	801	1,254	3,484	1,718	790	2,850	753	3,302	1,912	7,485	7,488	406	11,240	80,083	22,466	
Public works and utility buildings <sup>5</sup>	15,284	13,666	11,668	14,140	12,113	7,787	31,547	11,452	12,758	20,819	14,313	8,740	9,889	135,525	115,708	
New England	1,605	143	567	536	3,632	2,860	1,597	1,716	379	4,651	344	924	1,290	6,296	8,801	
Middle Atlantic	474	1,553	1,301	5,335	1,112	709	1,065	1,586	345	735	1,477	494	791	23,840	11,161	
East North Central	5,675	2,565	4,184	1,509	3,904	603	7,353	1,700	4,811	3,314	2,247	5,019	601	33,812	38,028	
West North Central	1,265	418	1,363	614	1,174	573	351	376	1,849	778	1,465	226	330	7,618	9,672	
South Atlantic	551	1,156	1,602	2,078	181	673	2,541	1,767	3,858	8,919	1,287	939	430	12,736	9,629	
East South Central	2,394	650	123	889	28	287	34	848	180	380	312	154	410	3,720	1,984	
West South Central	1,250	3,724	890	1,760	654	777	15,055	662	812	1,470	346	312	784	19,991	11,058	
Mountain	364	1,576	462	951	74	44	128	120	30	312	340	257	128	3,365	2,094	
Pacific	1,706	1,890	1,176	468	1,354	1,258	2,964	2,708	713	4,290	6,566	416	5,105	34,648	26,270	
All other buildings <sup>6</sup>	19,860	21,614	26,707	23,316	25,226	22,880	30,334	18,620	11,736	8,215	13,666	12,969	21,894	266,966	191,227	
New England	964	1,425	1,193	1,297	1,401	1,631	1,372	537	292	353	681	751	2,032	10,598	10,044	
Middle Atlantic	2,352	2,295	1,975	1,957	2,766	1,937	2,067	1,625	760	830	1,539	1,601	2,077	22,331	18,933	
East North Central	7,024	7,296	8,465	8,612	8,077	6,806	6,770	4,829	2,864	1,547	2,364	3,745	6,753	65,234	89,426	
West North Central	2,079	1,901	1,999	1,609	1,635	2,758	1,465	1,453	651	447	582	1,389	2,007	19,839	18,727	
South Atlantic	1,620	1,763	5,565	1,499	1,478	1,384	1,277	2,206	1,800	994	2,141	673	931	19,005	13,320	
East South Central	485	599	1,060	1,872	1,349	383	671	778	385	353	1,447	330	467	6,497	6,587	
West South Central	1,799	2,454	2,339	4,096	3,218	2,046	2,540	2,418	2,182	994	2,228	1,185	2,635	20,673	18,821	
Mountain	977	1,216														

TABLE F-5: Number and construction cost of new permanent nonfarm dwelling units started, by urban or rural location, and by source of funds<sup>1</sup>

Period	Number of new dwelling units started									Estimated construction cost (in thousands) <sup>2</sup>		
	All units			Privately financed			Publicly financed			Total	Privately financed	Publicly financed
	Total non-farm	Urban	Rural non-farm	Total non-farm	Urban	Rural non-farm	Total non-farm	Urban	Rural non-farm			
1925.....	937,000	752,000	185,000	937,000	752,000	185,000	0	0	0	\$4,475,000	\$4,475,000	0
1933 <sup>3</sup> .....	93,000	45,000	48,000	93,000	45,000	48,000	0	0	0	285,446	285,446	0
1941 <sup>4</sup> .....	705,100	434,300	271,800	618,500	369,500	250,000	86,600	64,800	21,800	2,530,192	2,530,765	\$294,427
1944 <sup>5</sup> .....	141,800	96,200	45,600	138,700	93,200	45,500	3,100	3,000	100	496,054	483,231	12,823
1946 <sup>6</sup> .....	670,800	403,700	266,800	662,500	395,700	266,800	8,000	8,000	0	3,769,787	3,713,776	55,991
1947 <sup>7</sup> .....	849,000	479,800	369,200	845,000	476,400	369,200	3,400	3,400	0	5,643,436	5,617,425	26,011
1948 <sup>8</sup> .....	931,600	524,900	406,700	913,500	510,000	403,500	18,100	14,900	3,200	7,203,119	7,028,980	174,139
1949 <sup>9</sup> .....	1,025,100	588,800	436,300	988,800	556,000	432,200	36,300	32,200	4,100	7,702,971	7,374,269	328,702
1950 <sup>10</sup> .....	1,296,400	627,900	568,200	1,332,200	735,300	566,600	43,800	42,300	1,500	11,788,595	11,418,371	370,224
1951 <sup>11</sup> .....	1,091,300	595,300	496,000	1,020,100	531,300	458,800	71,200	64,000	7,200	9,800,892	9,196,123	614,769
1952 <sup>12</sup> .....	1,127,000	609,600	517,400	1,068,600	554,600	513,900	58,500	55,000	3,500	10,208,983	9,706,276	502,707
1951: First quarter.....	290,300	147,800	112,500	248,900	137,200	111,700	11,400	10,600	800	2,203,974	2,191,489	102,485
January.....	85,900	45,600	36,300	82,200	45,400	35,800	3,700	3,200	500	755,600	721,014	34,586
February.....	90,600	47,000	33,600	78,500	43,200	33,300	4,100	3,800	300	716,629	681,607	35,022
March.....	93,800	51,200	42,500	90,200	47,600	42,600	3,000	3,000	0	821,745	788,858	32,887
Second quarter.....	296,700	152,000	137,700	260,200	148,500	131,700	49,600	43,500	6,100	2,964,810	2,949,238	155,572
April.....	96,200	51,900	44,300	92,300	48,300	44,000	3,900	3,600	300	896,632	828,339	68,293
May.....	101,000	55,400	45,600	97,600	52,300	45,300	3,400	3,100	300	922,651	895,300	27,352
June.....	132,500	84,700	47,800	90,300	47,900	42,400	42,200	36,800	5,400	1,175,497	1,025,590	149,907
Third quarter.....	276,000	141,200	134,800	270,400	138,700	134,700	5,600	5,500	100	2,527,033	2,472,196	54,837
July.....	90,500	45,900	44,600	86,800	42,300	44,500	3,700	3,600	100	827,173	791,763	35,390
August.....	90,100	45,900	43,200	86,300	45,100	43,200	800	800	0	804,317	795,624	8,693
September.....	95,400	49,400	47,000	93,300	48,300	47,000	1,100	1,100	(?)	895,543	884,780	10,764
Fourth quarter.....	225,300	114,300	111,000	220,600	109,900	110,700	4,700	4,400	300	2,015,075	1,973,200	41,875
October.....	90,000	44,400	45,600	88,900	43,400	45,800	1,100	1,000	100	806,955	796,682	10,273
November.....	74,500	38,500	36,000	72,200	36,200	36,000	2,300	2,300	(?)	672,078	660,660	11,418
December.....	60,800	31,400	29,400	59,500	30,300	29,200	1,300	1,100	200	536,042	525,858	10,184
1952: First quarter.....	346,500	137,400	109,100	236,800	119,100	107,700	19,700	18,300	1,400	2,167,659	2,006,918	160,741
January.....	64,900	36,100	28,800	61,400	32,600	28,600	3,500	3,300	200	566,065	537,697	28,368
February.....	77,700	42,800	34,900	74,300	39,700	34,600	3,400	3,100	300	682,868	654,631	28,234
March.....	103,900	58,500	45,400	91,100	46,600	44,500	12,800	11,900	900	918,090	814,890	103,200
Second quarter.....	319,300	175,800	143,500	294,900	152,700	142,200	24,400	23,100	1,300	2,920,186	2,705,653	214,533
April.....	106,200	59,000	47,200	97,000	50,400	46,600	9,200	8,600	600	949,001	874,524	74,477
May.....	109,600	60,700	48,900	101,000	52,400	48,600	8,600	8,300	300	1,006,552	926,803	79,749
June.....	103,500	56,100	47,400	96,900	49,900	47,000	6,600	6,200	400	964,633	904,326	60,307
Third quarter.....	302,500	156,000	146,500	297,700	151,600	146,100	4,500	4,400	100	2,761,316	2,718,369	42,947
July.....	102,600	52,400	50,200	101,100	50,900	50,200	1,300	1,300	(?)	945,587	931,214	14,373
August.....	100,800	52,800	48,000	98,200	51,300	47,900	1,600	1,500	100	920,054	904,709	15,345
September.....	258,700	140,400	118,300	249,100	131,200	117,900	9,600	9,200	400	2,359,822	2,275,336	84,486
Fourth quarter.....	101,100	53,800	47,300	96,200	52,100	47,100	1,900	1,700	200	928,677	910,701	17,976
October.....	86,100	46,000	40,100	82,300	42,300	40,000	3,800	3,700	100	785,969	751,064	34,905
November.....	71,500	40,600	30,900	67,600	36,800	30,800	3,900	3,800	100	645,176	612,971	32,205
1952: First quarter.....	257,100	140,000	116,500	238,100	123,800	114,300	19,000	16,800	2,200	2,346,213	2,183,710	162,503
January.....	72,100	38,400	33,700	68,200	35,400	32,800	3,900	3,000	900	641,703	610,344	31,359
February.....	79,200	43,100	36,100	73,800	38,600	35,200	5,400	4,500	900	730,234	674,369	55,865
March.....	105,800	59,100	46,700	96,100	49,800	46,300	9,700	9,300	400	984,276	898,967	85,309
Second quarter.....	324,300	165,900	158,400	315,000	158,000	157,000	9,300	7,900	1,400	3,083,256	3,000,120	83,136
April.....	111,400	57,400	54,000	107,400	54,100	53,300	4,000	3,300	700	1,087,899	1,022,836	65,063
May.....	108,300	55,200	53,100	105,600	52,500	53,100	2,700	2,700	(?)	1,027,221	1,001,660	25,561
June.....	104,600	53,300	51,300	102,600	51,400	50,600	2,600	1,900	700	998,136	975,591	22,545
Third quarter.....	281,900	148,100	138,600	277,000	147,800	138,600	4,300	3,300	(?)	2,748,683	2,710,344	38,339
July.....	96,700	48,100	48,600	96,400	47,800	48,600	200	300	(?)	941,943	938,871	3,072
August.....	93,200	46,400	46,800	92,200	45,400	46,800	1,000	1,000	(?)	911,661	902,501	9,160
September.....	92,000	(1) <sup>13</sup>	(1) <sup>14</sup>	89,000	(1) <sup>15</sup>	(1) <sup>16</sup>	3,000	(1) <sup>17</sup>	(1) <sup>18</sup>	895,059	868,972	26,087
Fourth quarter.....	88,000	(1) <sup>19</sup>	(1) <sup>20</sup>	88,000	(1) <sup>21</sup>	(1) <sup>22</sup>	(?)	(1) <sup>23</sup>	(1) <sup>24</sup>	860,507	860,070	437
October.....	80,000	(1) <sup>25</sup>	(1) <sup>26</sup>	78,400	(1) <sup>27</sup>	(1) <sup>28</sup>	1,600	(1) <sup>29</sup>	(1) <sup>30</sup>	(?)	(?)	(?)
November.....	80,000	(1) <sup>31</sup>	(1) <sup>32</sup>	78,400	(1) <sup>33</sup>	(1) <sup>34</sup>	1,600	(1) <sup>35</sup>	(1) <sup>36</sup>	(?)	(?)	(?)

<sup>1</sup> The estimates shown here do not include temporary units, conversions, dormitory accommodations, trailers, or military barracks. They do include prefabricated housing units.

These estimates are based on building-permit records, which, beginning with 1945, have been adjusted for lapses and for lag between permit issuance and start of construction. They are based also on reports of Federal construction contract awards and beginning in 1946 on field surveys in non-permit-issuing places. The data in this table refer to nonfarm dwelling units started, and not to urban dwelling units authorized, as shown in table F-3.

All of these estimates contain some error. For example, if the estimate of nonfarm starts is 50,000, the chances are about 19 out of 20 that an actual enumeration would produce a figure between 45,000 and 55,000.

<sup>2</sup> Private construction costs are based on permit valuation, adjusted for understatement of costs shown on permit applications. Public construction costs are based on contract values or estimated construction costs for individual projects.

<sup>3</sup> Depression, low year.

<sup>4</sup> Recovery peak year prior to wartime limitations.

<sup>5</sup> Last full year under wartime control.

<sup>6</sup> Housing peak year.

<sup>7</sup> Less than 50 units.

<sup>8</sup> Preliminary.

<sup>9</sup> Revised.

<sup>10</sup> Not available.



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